

**PROFESSIONAL SERVICES AGREEMENT**

**VIOLENCE PREVENTION, INTERVENTION, AND REDUCTION  
DEMONSTRATION GRANTS (\$100,000)**

BETWEEN



COOK COUNTY GOVERNMENT

JUSTICE ADVISORY COUNCIL OF COOK COUNTY

AND

UMOJA STUDENT DEVELOPMENT CORPORATION

CONTRACT NO. 1553-14558C

**APPROVED BY THE BOARD OF  
COOK COUNTY COMMISSIONERS**

**FEB 10 2016**

# PROFESSIONAL SERVICES AGREEMENT

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Exhibit 1	Scope of Services
Exhibit 2	Schedule of Compensation
Exhibit 3	Evidence of Insurance
Exhibit 4	Identification of Subcontractor/Supplier/Subconsultant Form
Exhibit 5	MBE/WBE Utilization Plan
Exhibit 6:	Economic Disclosure Statement

## **AGREEMENT**

This Agreement is made and entered into by and between the County of Cook, a public body corporate of the State of Illinois, on behalf of Office of the Chief Procurement Officer hereinafter referred to as "County" and UMOJA Student Development Corporation, doing business as a Not-for-Profit of the State of Illinois, hereinafter referred to as "Consultant", pursuant to authorization by the Cook County Chief Procurement Officer.

## **BACKGROUND**

*The County of Cook issued a Request for Proposals "RFP" for Violence prevention, Intervention, and Reduction Demonstration Grants. Proposals were evaluated in accordance with the evaluation criteria published in the RFP. The Consultant was selected based on the proposal submitted and evaluated by the County representatives.*

*Consultant represents that it has the professional experience and expertise to provide the necessary services and further warrants that it is ready, willing and able to perform in accordance with the terms and conditions as set forth in this Agreement.*

**NOW, THEREFORE**, the County and Consultant agree as follows:

## **TERMS AND CONDITIONS**

### **ARTICLE 1) INCORPORATION OF BACKGROUND**

The Background information set forth above is incorporated by reference as if fully set forth here.

### **ARTICLE 2) DEFINITIONS**

#### **a) Definitions**

The following words and phrases have the following meanings for purposes of this Agreement:

**"Additional Services"** means those services which are within the general scope of Services of this Agreement, but beyond the description of services required under Article 3, and all services reasonably necessary to complete the Additional Services to the standards of performance required by this Agreement. Any Additional Services requested by the Using Agency require the approval of the Chief Procurement Officer in a written amendment to this Agreement before Consultant is obligated to perform those Additional Services and before the County becomes obligated to pay for those Additional Services.



**"Agreement"** means this Professional Services Agreement, including all exhibits attached to it and incorporated in it by reference, and all amendments, modifications or revisions made in accordance with its terms.

**"Chief Procurement Officer"** means the Chief Procurement Officer for the County of Cook and any representative duly authorized in writing to act on his behalf.

**"Services"** means, collectively, the services, duties and responsibilities described in Article 3 of this Agreement and any and all work necessary to complete them or carry them out fully and to the standard of performance required in this Agreement.

**"Subcontractor"** or **"Subconsultant"** means any person or entity with whom Consultant contracts to provide any part of the Services, of any tier, suppliers and materials providers, whether or not in privity with Consultant.

**"Using Agency"** shall mean the department of agency within Cook County including elected officials.

**b) Interpretation**

- i) The term **"include"** (in all its forms) means "include, without limitation" unless the context clearly states otherwise.
- ii) All references in this Agreement to Articles, Sections or Exhibits, unless otherwise expressed or indicated are to the Articles, Sections or Exhibits of this Agreement.
- iii) Words importing persons include firms, associations, partnerships, trusts, corporations and other legal entities, including public bodies, as well as natural persons.
- iv) Any headings preceding the text of the Articles and Sections of this Agreement, and any tables of contents or marginal notes appended to it are solely for convenience or reference and do not constitute a part of this Agreement, nor do they affect the meaning, construction or effect of this Agreement.
- v) Words importing the singular include the plural and vice versa. Words of the masculine gender include the correlative words of the feminine and neuter genders.
- vi) All references to a number of days mean calendar days, unless expressly indicated otherwise.

c) **Incorporation of Exhibits**

The following attached Exhibits are made a part of this Agreement:

Exhibit 1	Scope of Services
Exhibit 2	Schedule of Compensation
Exhibit 3	Evidence of Insurance
Exhibit 4	Identification of Subcontractor/Supplier/Subconsultant Form
Exhibit 5	MBE/WBE Utilization Plan
Exhibit 6:	Economic Disclosure Statement

**ARTICLE 3) DUTIES AND RESPONSIBILITIES OF CONSULTANT**

a) **Scope of Services**

This description of Services is intended to be general in nature and is neither a complete description of Consultant's Services nor a limitation on the Services that Consultant is to provide under this Agreement. Consultant must provide the Services in accordance with the standards of performance set forth in Section 3c. The Services that Consultant must provide include, but are not limited to, those described in Exhibit 1, Scope of Services and Time Limits for Performance, which is attached to this Agreement and incorporated by reference as if fully set forth here.

b) **Deliverables**

In carrying out its Services, Consultant must prepare or provide to the County various Deliverables. "**Deliverables**" include work product, such as written reviews, recommendations, reports and analyses, produced by Consultant for the County.

The County may reject Deliverables that do not include relevant information or data, or do not include all documents or other materials specified in this Agreement or reasonably necessary for the purpose for which the County made this Agreement or for which the County intends to use the Deliverables. If the County determines that Consultant has failed to comply with the foregoing standards, it has 30 days from the discovery to notify Consultant of its failure. If Consultant does not correct the failure, if it is possible to do so, within 30 days after receipt of notice from the County specifying the failure, then the County, by written notice, may treat the failure as a default of this Agreement under Article 9.

Partial or incomplete Deliverables may be accepted for review only when required for a specific and well-defined purpose and when consented to in advance by the County. Such Deliverables will not be considered as satisfying the requirements of this Agreement and partial or incomplete Deliverables in no way relieve Consultant of its commitments under this Agreement.

**c) Standard of Performance**

Consultant must perform all Services required of it under this Agreement with that degree of skill, care and diligence normally shown by a consultant performing services of a scope and purpose and magnitude comparable with the nature of the Services to be provided under this Agreement. Consultant acknowledges that it is entrusted with or has access to valuable and confidential information and records of the County and with respect to that information, Consultant agrees to be held to the standard of care of a fiduciary.

Consultant must assure that all Services that require the exercise of professional skills or judgment are accomplished by professionals qualified and competent in the applicable discipline and appropriately licensed, if required by law. Consultant must provide copies of any such licenses. Consultant remains responsible for the professional and technical accuracy of all Services or Deliverables furnished, whether by Consultant or its Subconsultants or others on its behalf. All Deliverables must be prepared in a form and content satisfactory to the Using Agency and delivered in a timely manner consistent with the requirements of this Agreement.

If Consultant fails to comply with the foregoing standards, Consultant must perform again, at its own expense, all Services required to be re-performed as a direct or indirect result of that failure. Any review, approval, acceptance or payment for any of the Services by the County does not relieve Consultant of its responsibility for the professional skill and care and technical accuracy of its Services and Deliverables. This provision in no way limits the County's rights against Consultant either under this Agreement, at law or in equity.

**d) Personnel**

**i) Adequate Staffing**

Consultant must, upon receiving a fully executed copy of this Agreement, assign and maintain during the term of this Agreement and any extension of it an adequate staff of competent personnel that is fully equipped, licensed as appropriate, available as needed, qualified and assigned exclusively to perform the Services. Consultant must include among its staff the Key Personnel and positions as identified below. The level of staffing may be revised from time to time by notice in writing from Consultant to the County and with written consent of the County, which consent the County will not withhold unreasonably. If the County fails to object to the revision within 14 days after receiving the notice, then the revision will be considered accepted by the County.

ii) **Key Personnel**

Consultant must not reassign or replace Key Personnel without the written consent of the County, which consent the County will not unreasonably withhold. "**Key Personnel**" means those job titles and the persons assigned to those positions in accordance with the provisions of this Section 3.d(ii). The Using Agency may at any time in writing notify Consultant that the County will no longer accept performance of Services under this Agreement by one or more Key Personnel listed. Upon that notice Consultant must immediately suspend the services of the key person or persons and must replace him or them in accordance with the terms of this Agreement. A list of Key Personnel is found in Exhibit 1, Scope of Services.

iii) **Salaries and Wages**

Consultant and Subconsultants must pay all salaries and wages due all employees performing Services under this Agreement unconditionally and at least once a month without deduction or rebate on any account, except only for those payroll deductions that are mandatory by law or are permitted under applicable law and regulations. If in the performance of this Agreement Consultant underpays any such salaries or wages, the Comptroller for the County may withhold, out of payments due to Consultant, an amount sufficient to pay to employees underpaid the difference between the salaries or wages required to be paid under this Agreement and the salaries or wages actually paid these employees for the total number of hours worked. The amounts withheld may be disbursed by the Comptroller for and on account of Consultant to the respective employees to whom they are due. The parties acknowledge that this Section 3.d(iii) is solely for the benefit of the County and that it does not grant any third party beneficiary rights.

e) **Minority and Women Owned Business Enterprises Commitment**

Minority and Women Owned Business Enterprises Commitment In the performance of this Agreement, including the procurement and lease of materials or equipment, Contractor must abide by the minority and women's business enterprise commitment requirements of the Cook County Ordinance, (Article IV, Section 34-267 through 272) except to the extent waived by the Compliance Director. **There is a zero percent (0%) MBE/WBE goal for this contract.**

**f) Insurance**

Consultant must provide and maintain at Consultant's own expense, during the term of this Agreement and any time period following expiration if Consultant is required to return and perform any of the Services or Additional Services under this Agreement, the insurance coverages and requirements specified below, insuring all operations related to this Agreement.

**i) Insurance To Be Provided**

**(1) Workers Compensation and Employers Liability**

Workers Compensation Insurance, as prescribed by applicable law, covering all employees who are to provide a service under this Agreement and Employers Liability coverage with limits of not less than \$500,000 each accident or illness.

**(2) Commercial General Liability (Primary and Umbrella)**

Commercial General Liability Insurance or equivalent with limits of not less than \$2,000,000 per occurrence for bodily injury, personal injury and property damage liability. Coverages must include the following: All premises and operations, products/completed operations, separation of insureds, defense and contractual liability (with no limitation endorsement). Cook County is to be named as an additional insured on a primary, non-contributory basis for any liability arising directly or indirectly from the Services.

Subconsultants performing Services for Consultant must maintain limits of not less than \$1,000,000 with the same terms in this Section 3.i(2).

**(3) Automobile Liability (Primary and Umbrella)**

When any motor vehicles (owned, non-owned and hired) are used in connection with Services to be performed, Consultant must provide Automobile Liability Insurance with limits of not less than \$1,000,000 per occurrence limit, for bodily injury and property damage. The County is to be named as an additional insured on a primary, non-contributory basis.

(4) Professional Liability

When any professional consultants perform Services in connection with this Agreement, Professional Liability Insurance covering acts, errors or omissions must be maintained with limits of not less than \$2,000,000. Coverage must include contractual liability. When policies are renewed or replaced, the policy retroactive date must coincide with, or precede, start of Services on this Agreement. A claims-made policy which is not renewed or replaced must have an extended reporting period of 2 years.

Subconsultants performing Services for Consultant must maintain limits of not less than \$1,000,000 with the same terms in this Section 3.i(4).

(5) Valuable Papers

When any designs, drawings, specifications and documents are produced or used under this Agreement, Valuable Papers Insurance must be maintained in an amount to insure against any loss whatsoever, and must have limits sufficient to pay for the re-creation and reconstruction of such records.

ii) **Additional Requirements**

- (1) Consultant must furnish the County of Cook, Cook County, Office of the Chief Procurement Officer, 118 N, Clark St., Room 1018, Chicago, IL 60602, original Certificates of Insurance, or such similar evidence, to be in force on the date of this Agreement, and Renewal Certificates of Insurance, or such similar evidence, if the coverages have an expiration or renewal date occurring during the term of this Agreement. Consultant must submit evidence of insurance on the County Insurance Certificate Form (copy attached as Exhibit 3) or equivalent prior to the effective date of the Agreement. The receipt of any certificate does not constitute agreement by the County that the insurance requirements in this Agreement have been fully met or that the insurance policies indicated on the certificate are in compliance with all Agreement requirements. The failure of the County to obtain certificates or other insurance evidence from Consultant is not a waiver by the County of any requirements for Consultant to obtain and maintain the specified coverages. Consultant must advise all insurers of the provisions in this Agreement regarding insurance. Non-conforming insurance does not relieve Consultant of the obligation to provide insurance as specified in this Agreement. Nonfulfillment of the insurance conditions may constitute a violation of this Agreement, and the County retains the right to terminate this Agreement or to suspend this Agreement until proper evidence of insurance is provided.

- (2) The insurance must provide for 60 days prior written notice to be given to the County in the event coverage is substantially changed, canceled or non-renewed. All deductibles or self-insured retentions on referenced insurance coverages must be borne by Consultant. Consultant agrees that insurers waive their rights of subrogation against the County of Cook, its employees, elected officials, agents or representatives.
- (3) The coverages and limits furnished by Consultant in no way limit Consultant's liabilities and responsibilities specified within this Agreement or by law. Any insurance or self-insurance programs maintained by the County of Cook apply in excess of and do not contribute with insurance provided by Consultant under this Agreement.
- (4) The required insurance is not limited by any limitations expressed in the indemnification language in this Agreement or any limitation placed on the indemnity in this Agreement given as a matter of law.
- (5) Consultant must require all Subconsultants to provide the insurance required in this Agreement, or Consultant may provide the coverages for Subconsultants. All Subconsultants are subject to the same insurance requirements as Consultant unless otherwise specified in this Agreement. If Consultant or Subconsultant desires additional coverages, the party desiring the additional coverages is responsible for its acquisition and cost.
- (6) The County's Risk Management Office maintains the rights to modify, delete, alter or change these requirements. **"Risk Management Office"** means the Risk Management Office, which is under the direction of the Director of Risk Management and is charged with reviewing and analyzing insurance and related liability matters for the County.

**g) Indemnification**

The Consultant covenants and agrees to indemnify and save harmless the County and its commissioners, officials, employees, agents and representatives, and their respective heirs, successors and assigns, from and against any and all costs, expenses, attorney's fees, losses, damages and liabilities incurred or suffered directly or indirectly from or attributable to any claims arising out of or incident to the performance or nonperformance of the Contract by the Consultant, or the acts or omissions of the officers, agents, employees, Consultants, subconsultants, licensees or invitees of the Consultant. The Consultant expressly understands and agrees that any Performance Bond or insurance protection required of the Consultant, or otherwise provided by the Consultant, shall in no way limit the responsibility to indemnify the County as hereinabove provided.

**h) Confidentiality and Ownership of Documents**

Consultant acknowledges and agrees that information regarding this Contract is confidential and shall not be disclosed, directly, indirectly or by implication, or be used by Consultant in any way, whether during the term of this Contract or at any time thereafter, except solely as required in the course of Consultant's performance hereunder. Consultant shall comply with the applicable privacy laws and regulations affecting County and will not disclose any of County's records, materials, or other data to any third party. Consultant shall not have the right to compile and distribute statistical analyses and reports utilizing data derived from information or data obtained from County without the prior written approval of County. In the event such approval is given, any such reports published and distributed by Consultant shall be furnished to County without charge.

All documents, data, studies, reports, work product or product created as a result of the performance of the Contract (the "Documents") shall be included in the Deliverables and shall be the property of the County of Cook. It shall be a breach of this Contract for the Consultant to reproduce or use any documents, data, studies, reports, work product or product obtained from the County of Cook or any Documents created hereby, whether such reproduction or use is for Consultant's own purposes or for those of any third party. During the performance of the Contract Consultant shall be responsible of any loss or damage to the Documents while they are in Consultant's possession, and any such loss or damage shall be restored at the expense of the Consultant. The County and its designees shall be afforded full access to the Documents and the work at all times.

**i) Patents, Copyrights and Licenses**

If applicable, Consultant shall furnish the Chief Procurement Officer with all licenses required for the County to utilize any software, including firmware or middleware, provided by Consultant as part of the Deliverables. Such licenses shall be clearly marked with a reference to the number of this County Contract. Consultant shall also furnish a copy of such licenses to the Chief Procurement Officer. Unless otherwise stated in these Contract documents, such licenses shall be perpetual and shall not limit the number of persons who may utilize the software on behalf of the County.

Consultant agrees to hold harmless and indemnify the County, its officers, agents, employees and affiliates from and defend, as permitted by Illinois law, at its own expense (including reasonable attorneys', accountants' and consultants' fees), any suit or proceeding brought against County based upon a claim that the ownership and/or use of equipment, hardware and software or any part thereof provided to the County or utilized in performing Consultant's services constitutes an infringement of any patent, copyright or license or any other property right.



In the event the use of any equipment, hardware or software or any part thereof is enjoined, Consultant with all reasonable speed and due diligence shall provide or otherwise secure for County, at the Consultant's election, one of the following: the right to continue use of the equipment, hardware or software; an equivalent system having the Specifications as provided in this Contract; or Consultant shall modify the system or its component parts so that they become non-infringing while performing in a substantially similar manner to the original system, meeting the requirements of this Contract.

**j) Examination of Records and Audits**

The Consultant agrees that the Cook County Auditor or any of its duly authorized representatives shall, until expiration of three (3) years after the final payment under the Contract, have access and the right to examine any books, documents, papers, canceled checks, bank statements, purveyor's and other invoices, and records of the Consultant related to the Contract, or to Consultant's compliance with any term, condition or provision thereof. The Consultant shall be responsible for establishing and maintaining records sufficient to document the costs associated with performance under the terms of this Contract.

The Consultant further agrees that it shall include in all of its subcontracts hereunder a provision to the effect that the Subcontractor agrees that the Cook County Auditor or any of its duly authorized representatives shall, until expiration of three (3) years after final payment under the subcontract, have access and the right to examine any books, documents, papers, canceled checks, bank statements, purveyor's and other invoices and records of such Subcontractor involving transactions relating to the subcontract, or to such Subcontractor compliance with any term, condition or provision thereunder or under the Contract.

In the event the Consultant receives payment under the Contract, reimbursement for which is later disallowed by the County, the Consultant shall promptly refund the disallowed amount to the County on request, or at the County's option, the County may credit the amount disallowed from the next payment due or to become due to the Consultant under any contract with the County.

To the extent this Contract pertains to Deliverables which may be reimbursable under the Medicaid or Medicare Programs, Consultant shall retain and make available upon request, for a period of four (4) years after furnishing services pursuant to this Agreement, the contract, books, documents and records which are necessary to certify the nature and extent of the costs of such services if requested by the Secretary of Health and Human Services or the Comptroller General of the United States or any of their duly authorized representatives.

If Consultant carries out any of its duties under the Agreement through a subcontract with a related organization involving a value of cost of \$10,000.00 or more over a 12 month period, Consultant will cause such subcontract to contain a clause to the effect that, until the expiration of four years after the furnishing of any service pursuant to said subcontract, the related organization will make available upon request of the Secretary of Health and Human Services or the Comptroller General of the United States or any of their duly authorized representatives, copies of said subcontract and any books, documents, records and other data of said related organization that are necessary to certify the nature and extent of such costs. This paragraph relating to the retention and production of documents is included because of possible application of Section 1861(v)(1)(I) of the Social Security Act to this Agreement; if this Section should be found to be inapplicable, then this paragraph shall be deemed inoperative and without force and effect.

**k) Subcontracting or Assignment of Contract or Contract Funds**

Once awarded, this Contract shall not be subcontracted or assigned, in whole or in part, without the advance written approval of the Chief Procurement Officer, which approval shall be granted or withheld at the sole discretion of the Chief Procurement Officer. In no case, however, shall such approval relieve the Consultant from its obligations or change the terms of the Contract. The Consultant shall not transfer or assign any Contract funds or any interest therein due or to become due without the advance written approval of the Chief Procurement Officer. The unauthorized subcontracting or assignment of the Contract, in whole or in part, or the unauthorized transfer or assignment of any Contract funds, either in whole or in part, or any interest therein, which shall be due or are to become due the Consultant shall have no effect on the County and are null and void.

Prior to the commencement of the Contract, the Consultant shall identify in writing to the Chief Procurement Officer the names of any and all Subcontractors it intends to use in the performance of the Contract by completing the Identification of Subcontractor/Supplier/Subconsultant Form ("ISF"). The Chief Procurement Officer shall have the right to disapprove any Subcontractor. All Subcontractors shall be subject to the terms of this Contract. Consultant shall incorporate into all subcontracts all of the provisions of the Contract which affect such subcontract. Copies of subcontracts shall be provided to the Chief Procurement Officer upon request.

The Consultant must disclose the name and business address of each Subcontractor, attorney, lobbyist, accountant, consultant and any other person or entity whom the Consultant has retained or expects to retain in connection with the Matter, as well as the nature of the relationship, and the total amount of the fees paid or estimated to be paid. The Consultant is not required to disclose employees who are paid or estimated to be paid. The Consultant is not required to disclose employees who are paid solely through the Consultant's regular payroll. "Lobbyist" means any person or entity who undertakes to influence any legislation or administrative action on behalf of any person or entity other than: (1) a not-for-profit entity, on an unpaid basis, or (2), himself.

"Lobbyist" also means any person or entity any part of whose duties as an employee of another includes undertaking to influence any legislative or administrative action. If the Consultant is uncertain whether a disclosure is required under this Section, the Consultant must either ask the County, whether disclosure is required or make the disclosure.

The County reserves the right to prohibit any person from entering any County facility for any reason. All Consultants and Subcontractor of the Consultant shall be accountable to the Chief Procurement Officer or his designee while on any County property and shall abide by all rules and regulations imposed by the County.

**I) Professional Social Services**

In accordance with 34-146, of the Cook County Procurement Code, all Consultants or providers providing services under a Professional Social Service Contracts or Professional Social Services Agreements, shall submit an annual performance report to the Using Agency, i.e., the agency for whom the Consultant or provider is providing the professional social services, that includes but is not limited to relevant statistics, an empirical analysis where applicable, and a written narrative describing the goals and objectives of the contract or agreement and programmatic outcomes. The annual performance report shall be provided and reported to the Cook County Board of Commissioners by the applicable Using Agency within forty-five days of receipt. Failure of the Consultant or provider to provide an annual performance report will be considered a breach of contract or agreement by the Consultant or provider, and may result in termination of the Contract or agreement.

For purposes of this Section, a Professional Social Service Contract or Professional Social Service Agreement shall mean any contract or agreement with a social service provider, including other governmental agencies, nonprofit organizations, or for profit business enterprises engaged in the field of and providing social services, juvenile justice, mental health treatment, alternative sentencing, offender rehabilitation, recidivism reduction, foster care, substance abuse treatment, domestic violence services, community transitioning services, intervention, or such other similar services which provide mental, social or physical treatment and services to individuals. Said Professional Social Service Contracts or Professional Social Service Agreements do not include CCHHS managed care contracts that CCHHS may enter into with health care providers.

**ARTICLE 4) TERM OF PERFORMANCE**

**a) Term of Performance**

This Agreement takes effect when approved by the Cook County Board and its term shall begin on March 1, 2016 ("**Effective Date**") and continue until February 28, 2017 or until this Agreement is terminated in accordance with its terms, whichever occurs first.

**b) Timeliness of Performance**

- i) Consultant must provide the Services and Deliverables within the term and within the time limits required under this Agreement, pursuant to the provisions of Section 4.a and Exhibit 1. Further, Consultant acknowledges that TIME IS OF THE ESSENCE and that the failure of Consultant to comply with the time limits described in this Section 4.b may result in economic or other losses to the County.
- ii) Neither Consultant nor Consultant's agents, employees nor Subcontractors are entitled to any damages from the County, nor is any party entitled to be reimbursed by the County, for damages, charges or other losses or expenses incurred by Consultant by reason of delays or hindrances in the performance of the Services, whether or not caused by the County.

**c) Agreement Extension Option**

The Chief Procurement Officer may at any time before this Agreement expires elect to extend this contract under the same terms and conditions as this original Agreement, except as provided otherwise in this Agreement, by notice in writing to Consultant. After notification by the Chief Procurement Officer, this Agreement must be modified to reflect the time extension in accordance with the provisions of Section 10.c.

**ARTICLE 5) COMPENSATION**

**a) Basis of Payment**

The County will pay Consultant according to the Schedule of Compensation in the attached Exhibit 2 for the successful completion of services.

**b) Method of Payment**

All invoices submitted by the Consultant shall be in accordance with the cost provisions contained in the Agreement and shall contain a detailed description of the Deliverables, including the quantity of the Deliverables, for which payment is requested. All invoices for services shall include itemized entries indicating the date or time period in which the services were provided, the amount of time spent performing the services, and a detailed description of the services provided during the period of the invoice. All invoices shall reflect the amounts invoiced by and the amounts paid to the Consultant as of the date of the invoice. Invoices for new charges shall not include "past due" amounts, if any, which amounts must be set forth on a separate invoice. Consultant shall not be entitled to invoice the County for any late fees or other penalties.

In accordance with Section 34-177 of the Cook County Procurement Code, the County shall have a right to set off and subtract from any invoice(s) or Contract price, a sum equal to any fines and penalties, including interest, for any tax or fee delinquency and any debt or obligation owed by the Consultant to the County.

The Consultant acknowledges its duty to ensure the accuracy of all invoices submitted to the County for payment. By submitting the invoices, the Consultant certifies that all itemized entries set forth in the invoices are true and correct. The Consultant acknowledges that by submitting the invoices, it certifies that it has delivered the Deliverables, i.e., the goods, supplies, services or equipment set forth in the Agreement to the Using Agency, or that it has properly performed the services set forth in the Agreement. The invoice must also reflect the dates and amount of time expended in the provision of services under the Agreement. The Consultant acknowledges that any inaccurate statements or negligent or intentional misrepresentations in the invoices shall result in the County exercising all remedies available to it in law and equity including, but not limited to, a delay in payment or non-payment to the Consultant, and reporting the matter to the Cook County Office of the Independent Inspector General.

When a Consultant receives any payment from the County for any supplies, equipment, goods, or services, it has provided to the County pursuant to its Agreement, the Consultant must make payment to its Subcontractors within 15 days after receipt of payment from the County, provided that such Subcontractor has satisfactorily provided the supplies, equipment, goods or services in accordance with the Contract and provided the Consultant with all of the documents and information required of the Consultant. The Consultant may delay or postpone payment to a Subcontractor when the Subcontractor's supplies, equipment, goods, or services do not comply with the requirements of the Contract, the Consultant is acting in good faith, and not in retaliation for a Subcontractor exercising legal or contractual rights.

**c) Funding**

The source of funds for payments under this Agreement is identified in Exhibit 2, Schedule of Compensation. Payments under this Agreement must not exceed the dollar amount shown in Exhibit 2 without a written amendment in accordance with Section 10.c.

**d) Non-Appropriation**

If no funds or insufficient funds are appropriated and budgeted in any fiscal period of the County for payments to be made under this Agreement, then the County will notify Consultant in writing of that occurrence, and this Agreement will terminate on the earlier of the last day of the fiscal period for which sufficient appropriation was made or whenever the funds appropriated for payment under this Agreement are exhausted. Payments for Services completed to the date of notification will be made to Consultant. No payments will be made or due to Consultant and under this Agreement beyond those amounts appropriated and budgeted by the County to fund payments under this Agreement.

**e) Taxes**

Federal Excise Tax does not apply to materials purchased by the County by virtue of Exemption Certificate No. 36-75-0038K. Illinois Retailers' Occupation Tax, Use Tax and Municipal Retailers' Occupation Tax do not apply to deliverables, materials or services purchased by the County by virtue of statute. The price or prices quoted herein shall include any and all other federal and/or state, direct and/or indirect taxes which apply to this Contract. The County's State of Illinois Sales Tax Exemption Identification No. is E-9998-2013-07.

**f) Price Reduction**

If at any time after the contract award, Consultant makes a general price reduction in the price of any of the Deliverables, the equivalent price reduction based on similar quantities and/or considerations shall apply to this Contract for the duration of the Contract period. For purposes of this Section 5.f., Price Reduction, a general price reduction shall include reductions in the effective price charged by Consultant by reason of rebates, financial incentives, discounts, value points or other benefits with respect to the purchase of the Deliverables. Such price reductions shall be effective at the same time and in the same manner as the reduction Consultant makes in the price of the Deliverables to its prospective customers generally.

**g) Consultant Credits**

To the extent the Consultant gives credits toward future purchases of goods or services, financial incentives, discounts, value points or other benefits based on the purchase of the materials or services provided for under this Contract, such credits belong to the County and not any specific Using Agency. Consultant shall reflect any such credits on its invoices and in the amounts it invoices the County.

**ARTICLE 6) DISPUTES**

Any dispute arising under the Contract between the County and Consultant shall be decided by the Chief Procurement Officer. The complaining party shall submit a written statement detailing the dispute and specifying the specific relevant Contract provision(s) to the Chief Procurement Officer. Upon request of the Chief Procurement Officer, the party complained against shall respond to the complaint in writing within five days of such request. The Chief Procurement Officer will reduce her decision to writing and mail or otherwise furnish a copy thereof to the Consultant. The decision of the Chief Procurement Officer will be final and binding. Dispute resolution as provided herein shall be a condition precedent to any other action at law or in equity. However, unless a notice is issued by the Chief Procurement Officer indicating that additional time is required to review a dispute, the parties may exercise their contractual remedies, if any, if no decision is made within sixty (60) days following notification to the Chief Procurement Officer of a dispute. No inference shall be drawn from the absence of a decision by the Chief Procurement Officer.

Notwithstanding a dispute, Consultant shall continue to discharge all its obligations, duties and responsibilities set forth in the Contract during any dispute resolution proceeding unless otherwise agreed to by the County in writing.

#### **ARTICLE 7) COOPERATION WITH INSPECTOR GENERAL AND COMPLIANCE WITH ALL LAWS**

The Consultant, Subcontractor, licensees, grantees or persons or businesses who have a County contract, grant, license, or certification of eligibility for County contracts shall abide by all of the applicable provisions of the Office of the Independent Inspector General Ordinance (Section 2-281 et. seq. of the Cook County Code of Ordinances). Failure to cooperate as required may result in monetary and/or other penalties.

The Consultant shall observe and comply with the laws, ordinances, regulations and codes of the Federal, State, County and other local government agencies which may in any manner affect the performance of the Contract including, but not limited to, those County Ordinances set forth in the Certifications attached hereto and incorporated herein. Assurance of compliance with this requirement by the Consultant's employees, agents or Subcontractor shall be the responsibility of the Consultant.

The Consultant shall secure and pay for all federal, state and local licenses, permits and fees required hereunder.

#### **ARTICLE 8) SPECIAL CONDITIONS**

##### **a) Warranties and Representations**

In connection with signing and carrying out this Agreement, Consultant:

- i) warrants that Consultant is appropriately licensed under Illinois law to perform the Services required under this Agreement and will perform no Services for which a professional license is required by law and for which Consultant is not appropriately licensed;
- ii) warrants it is financially solvent; it and each of its employees, agents and Subcontractors of any tier are competent to perform the Services required under this Agreement; and Consultant is legally authorized to execute and perform or cause to be performed this Agreement under the terms and conditions stated in this Agreement;
- iii) warrants that it will not knowingly use the services of any ineligible consultant or Subcontractor for any purpose in the performance of its Services under this Agreement;

- iv) warrants that Consultant and its Subcontractors are not in default at the time this Agreement is signed, and has not been considered by the Chief Procurement Officer to have, within 5 years immediately preceding the date of this Agreement, been found to be in default on any contract awarded by the County;
- v) represents that it has carefully examined and analyzed the provisions and requirements of this Agreement; it understands the nature of the Services required; from its own analysis it has satisfied itself as to the nature of all things needed for the performance of this Agreement; this Agreement is feasible of performance in accordance with all of its provisions and requirements, and Consultant warrants it can and will perform, or cause to be performed, the Services in strict accordance with the provisions and requirements of this Agreement;
- vi) represents that Consultant and, to the best of its knowledge, its Subcontractors are not in violation of the provisions of the Illinois Criminal Code, 720 ILCS 5/33E as amended; and
- vii) acknowledges that any certification, affidavit or acknowledgment made under oath in connection with this Agreement is made under penalty of perjury and, if false, is also cause for termination under Sections 9.a and 9.c.

**b) Ethics**

- i) In addition to the foregoing warranties and representations, Consultant warrants:
  - (1) no officer, agent or employee of the County is employed by Consultant or has a financial interest directly or indirectly in this Agreement or the compensation to be paid under this Agreement except as may be permitted in writing by the Board of Ethics.
  - (2) no payment, gratuity or offer of employment will be made in connection with this Agreement by or on behalf of any Subcontractors to the prime Consultant or higher tier Subcontractors or anyone associated with them, as an inducement for the award of a subcontract or order.

**c) Joint and Several Liability**

If Consultant, or its successors or assigns, if any, is comprised of more than one individual or other legal entity (or a combination of them), then under this Agreement, each and without limitation every obligation or undertaking in this Agreement to be fulfilled or performed by Consultant is the joint and several obligation or undertaking of each such individual or other legal entity.



d) **Business Documents**

At the request of the County, Consultant must provide copies of its latest articles of incorporation, by-laws and resolutions, or partnership or joint venture agreement, as applicable.

e) **Conflicts of Interest**

- i) No member of the governing body of the County or other unit of government and no other officer, employee or agent of the County or other unit of government who exercises any functions or responsibilities in connection with the Services to which this Agreement pertains is permitted to have any personal interest, direct or indirect, in this Agreement. No member of or delegate to the Congress of the United States or the Illinois General Assembly and no Commissioner of the Cook County Board or County employee is allowed to be admitted to any share or part of this Agreement or to any financial benefit to arise from it.
- ii) Consultant covenants that it, and to the best of its knowledge, its Subcontractors if any (collectively, "**Consulting Parties**"), presently have no direct or indirect interest and will not acquire any interest, direct or indirect, in any project or contract that would conflict in any manner or degree with the performance of its Services under this Agreement.
- iii) Upon the request of the County, Consultant must disclose to the County its past client list and the names of any clients with whom it has an ongoing relationship. Consultant is not permitted to perform any Services for the County on applications or other documents submitted to the County by any of Consultant's past or present clients. If Consultant becomes aware of a conflict, it must immediately stop work on the assignment causing the conflict and notify the County.
- iv) Without limiting the foregoing, if the Consulting Parties assist the County in determining the advisability or feasibility of a project or in recommending, researching, preparing, drafting or issuing a request for proposals or bid specifications for a project, the Consulting Parties must not participate, directly or indirectly, as a prime, Subcontractor or joint venturer in that project or in the preparation of a proposal or bid for that project during the term of this Agreement or afterwards. The Consulting Parties may, however, assist the County in reviewing the proposals or bids for the project if none of the Consulting Parties have a relationship with the persons or entities that submitted the proposals or bids for that project.

- v) The Consultant further covenants that, in the performance of this Agreement, no person having any conflicting interest will be assigned to perform any Services or have access to any confidential information, as defined in Section 3.h of this Agreement. If the County, by the Chief Procurement Officer in his reasonable judgment, determines that any of Consultant's Services for others conflict with the Services Consultant is to render for the County under this Agreement, Consultant must terminate such other services immediately upon request of the County.
- vi) Furthermore, if any federal funds are to be used to compensate or reimburse Consultant under this Agreement, Consultant represents that it is and will remain in compliance with federal restrictions on lobbying set forth in Section 319 of the Department of the Interior and Related Agencies Appropriations Act for Fiscal year 1990, 31 U.S.C. § 1352, and related rules and regulations set forth at 54 Fed. Reg. 52,309 ff. (1989), as amended. If federal funds are to be used, Consultant must execute a Certification Regarding Lobbying, which will be attached as an exhibit and incorporated by reference as if fully set forth here.

**f) Non-Liability of Public Officials**

Consultant and any assignee or Subcontractor of Consultant must not charge any official, employee or agent of the County personally with any liability or expenses of defense or hold any official, employee or agent of the County personally liable to them under any term or provision of this Agreement or because of the County's execution, attempted execution or any breach of this Agreement.

**ARTICLE 9) EVENTS OF DEFAULT, REMEDIES, TERMINATION, SUSPENSION  
AND RIGHT TO OFFSET**

**a) Events of Default Defined**

The following constitute events of default:

- i) Any material misrepresentation, whether negligent or willful and whether in the inducement or in the performance, made by Consultant to the County.
- ii) Consultant's material failure to perform any of its obligations under this Agreement including the following:
  - (a) Failure due to a reason or circumstances within Consultant's reasonable control to perform the Services with sufficient personnel and equipment or with sufficient material to ensure the performance of the Services;

- (b) Failure to perform the Services in a manner reasonably satisfactory to the Chief Procurement Officer or inability to perform the Services satisfactorily as a result of insolvency, filing for bankruptcy or assignment for the benefit of creditors;
  - (c) Failure to promptly re-perform within a reasonable time Services that were rejected as erroneous or unsatisfactory;
  - (d) Discontinuance of the Services for reasons within Consultant's reasonable control; and
  - (e) Failure to comply with any other material term of this Agreement, including the provisions concerning insurance and nondiscrimination.
- iii) Any change in ownership or control of Consultant without the prior written approval of the Chief Procurement Officer, which approval the Chief Procurement Officer will not unreasonably withhold.
  - iv) Consultant's default under any other agreement it may presently have or may enter into with the County during the life of this Agreement. Consultant acknowledges and agrees that in the event of a default under this Agreement the County may also declare a default under any such other Agreements.
  - v) Failure to comply with Article 7 in the performance of the Agreement.
  - vi) Consultant's repeated or continued violations of County ordinances unrelated to performance under the Agreement that in the opinion of the Chief Procurement Officer indicate a willful or reckless disregard for County laws and regulations.

**b) Remedies**

The occurrence of any event of default permits the County, at the County's sole option, to declare Consultant in default. The Chief Procurement Officer may in his sole discretion give Consultant an opportunity to cure the default within a certain period of time, which period of time must not exceed 30 days, unless extended by the Chief Procurement Officer. Whether to declare Consultant in default is within the sole discretion of the Chief Procurement Officer and neither that decision nor the factual basis for it is subject to review or challenge under the Disputes provision of this Agreement.

The Chief Procurement Officer will give Consultant written notice of the default, either in the form of a cure notice ("**Cure Notice**"), or, if no opportunity to cure will be granted, a default notice ("**Default Notice**"). If the Chief Procurement Officer gives a Default Notice, he will also indicate any present intent he may have to terminate this Agreement, and the decision to terminate (but not the decision not to terminate) is final and effective upon giving the notice. The Chief Procurement Officer may give a Default Notice if Consultant fails to affect a cure within the cure period given in a Cure Notice. When a Default Notice with intent to terminate is given as provided in this Section 9.b and Article 11, Consultant must discontinue any Services, unless otherwise directed in the notice, and deliver all materials accumulated in the performance of this Agreement, whether completed or in the process, to the County. After giving a Default Notice, the County may invoke any or all of the following remedies:

- i) The right to take over and complete the Services, or any part of them, at Consultant's expense and as agent for Consultant, either directly or through others, and bill Consultant for the cost of the Services, and Consultant must pay the difference between the total amount of this bill and the amount the County would have paid Consultant under the terms and conditions of this Agreement for the Services that were assumed by the County as agent for the Consultant under this Section 9.b;
- ii) The right to terminate this Agreement as to any or all of the Services yet to be performed effective at a time specified by the County;
- iii) The right of specific performance, an injunction or any other appropriate equitable remedy;
- iv) The right to money damages;
- v) The right to withhold all or any part of Consultant's compensation under this Agreement;
- vi) The right to consider Consultant non-responsible in future contracts to be awarded by the County.

If the Chief Procurement Officer considers it to be in the County's best interests, he may elect not to declare default or to terminate this Agreement. The parties acknowledge that this provision is solely for the benefit of the County and that if the County permits Consultant to continue to provide the Services despite one or more events of default, Consultant is in no way relieved of any of its responsibilities, duties or obligations under this Agreement, nor does the County waive or relinquish any of its rights.

The remedies under the terms of this Agreement are not intended to be exclusive of any other remedies provided, but each and every such remedy is cumulative and is in addition to any other remedies, existing now or later, at law, in equity or by statute. No delay or omission to exercise any right or power accruing upon any event of default impairs any such right or power, nor is it a waiver of any event of default nor acquiescence in it, and every such right and power may be exercised from time to time and as often as the County considers expedient.

**c) Early Termination**

In addition to termination under Sections 9.a and 9.b of this Agreement, the County may terminate this Agreement, or all or any portion of the Services to be performed under it, at any time by a notice in writing from the County to Consultant. The County will give notice to Consultant in accordance with the provisions of Article 11. The effective date of termination will be the date the notice is received by Consultant or the date stated in the notice, whichever is later. If the County elects to terminate this Agreement in full, all Services to be provided under it must cease and all materials that may have been accumulated in performing this Agreement, whether completed or in the process, must be delivered to the County effective 10 days after the date the notice is considered received as provided under Article 11 of this Agreement (if no date is given) or upon the effective date stated in the notice.

After the notice is received, Consultant must restrict its activities, and those of its Subcontractors, to winding down any reports, analyses, or other activities previously begun. No costs incurred after the effective date of the termination are allowed. Payment for any Services actually and satisfactorily performed before the effective date of the termination is on the same basis as set forth in Article 5, but if any compensation is described or provided for on the basis of a period longer than 10 days, then the compensation must be prorated accordingly. No amount of compensation, however, is permitted for anticipated profits on unperformed Services. The County and Consultant must attempt to agree on the amount of compensation to be paid to Consultant, but if not agreed on, the dispute must be settled in accordance with Article 6 of this Agreement. The payment so made to Consultant is in full settlement for all Services satisfactorily performed under this Agreement.

Consultant must include in its contracts with Subcontractors an early termination provision in form and substance equivalent to this early termination provision to prevent claims against the County arising from termination of subcontracts after the early termination. Consultant will not be entitled to make any early termination claims against the County resulting from any Subcontractor's claims against Consultant or the County to the extent inconsistent with this provision.

If the County's election to terminate this Agreement for default under Sections 9.a and 9.b is determined in a court of competent jurisdiction to have been wrongful, then in that case the termination is to be considered to be an early termination under this Section 9.c.

**d) Suspension**

The County may at any time request that Consultant suspend its Services, or any part of them, by giving 15 days prior written notice to Consultant or upon informal oral, or even no notice, in the event of emergency. No costs incurred after the effective date of such suspension are allowed. Consultant must promptly resume its performance of the Services under the same terms and conditions as stated in this Agreement upon written notice by the Chief Procurement Officer and such equitable extension of time as may be mutually agreed upon by the Chief Procurement Officer and Consultant when necessary for continuation or completion of Services. Any additional costs or expenses actually incurred by Consultant as a result of recommencing the Services must be treated in accordance with the compensation provisions under Article 5 of this Agreement.

No suspension of this Agreement is permitted in the aggregate to exceed a period of 45 days within any one year of this Agreement. If the total number of days of suspension exceeds 45 days, Consultant by written notice may treat the suspension as an early termination of this Agreement under Section 9.c.

**e) Right to Offset**

In connection with performance under this Agreement, the County may offset any excess costs incurred:

- i) if the County terminates this Agreement for default or any other reason resulting from Consultant's performance or non-performance;
- ii) if the County exercises any of its remedies under Section 9.b of this Agreement;  
or
- iii) if the County has any credits due or has made any overpayments under this Agreement.

The County may offset these excess costs by use of any payment due for Services completed before the County terminated this Agreement or before the County exercised any remedies. If the amount offset is insufficient to cover those excess costs, Consultant is liable for and must promptly remit to the County the balance upon written demand for it. This right to offset is in addition to and not a limitation of any other remedies available to the County.

**f) Delays**

Consultant agrees that no charges or claims for damages shall be made by Consultant for any delays or hindrances from any cause whatsoever during the progress of any portion of this Contract.

**g) Prepaid Fees**

In the event this Contract is terminated by either party, for cause or otherwise, and the County has prepaid for any Deliverables, Consultant shall refund to the County, on a prorated basis to the effective date of termination, all amounts prepaid for Deliverables not actually provided as of the effective date of the termination. The refund shall be made within fourteen (14) days of the effective date of termination.

**ARTICLE 10) GENERAL CONDITIONS**

**a) Entire Agreement**

**i) General**

This Agreement, and the exhibits attached to it and incorporated in it, constitute the entire agreement between the parties and no other warranties, inducements, considerations, promises or interpretations are implied or impressed upon this Agreement that are not expressly addressed in this Agreement.

**ii) No Collateral Agreements**

Consultant acknowledges that, except only for those representations, statements or promises expressly contained in this Agreement and any exhibits attached to it and incorporated by reference in it, no representation, statement or promise, oral or in writing, of any kind whatsoever, by the County, its officials, agents or employees, has induced Consultant to enter into this Agreement or has been relied upon by Consultant, including any with reference to:

- (a) the meaning, correctness, suitability or completeness of any provisions or requirements of this Agreement;
- (b) the nature of the Services to be performed;
- (c) the nature, quantity, quality or volume of any materials, equipment, labor and other facilities needed for the performance of this Agreement;
- (d) the general conditions which may in any way affect this Agreement or its performance;
- (e) the compensation provisions of this Agreement; or
- (f) any other matters, whether similar to or different from those referred to in (a) through (e) immediately above, affecting or having any connection with this Agreement, its negotiation, any discussions of its performance or those employed or connected or concerned with it.

iii) **No Omissions**

Consultant acknowledges that Consultant was given an opportunity to review all documents forming this Agreement before signing this Agreement in order that it might request inclusion in this Agreement of any statement, representation, promise or provision that it desired or on that it wished to place reliance. Consultant did so review those documents, and either every such statement, representation, promise or provision has been included in this Agreement or else, if omitted, Consultant relinquishes the benefit of any such omitted statement, representation, promise or provision and is willing to perform this Agreement in its entirety without claiming reliance on it or making any other claim on account of its omission.

b) **Counterparts**

This Agreement is comprised of several identical counterparts, each to be fully signed by the parties and each to be considered an original having identical legal effect.

c) **Contract Amendments**

The parties may during the term of the Contract make amendments to the Contract but only as provided in this section. Such amendments shall only be made by mutual agreement in writing.

In the case of Contracts not approved by the Board, the Chief Procurement Officer may amend a contract provided that any such amendment does not extend the Contract by more than one (1) year, and further provided that the total cost of all such amendments does not increase the total amount of the Contract beyond \$150,000. Such action may only be made with the advance written approval of the Chief Procurement Officer. If the amendment extends the Contract beyond one (1) year or increases the total award amount beyond \$150,000, then Board approval will be required.

No Using Agency or employee thereof has authority to make any amendments to this Contract. Any amendments to this Contract made without the express written approval of the Chief Procurement Officer is void and unenforceable.

Consultant is hereby notified that, except for amendments which are made in accordance with this Section 10.c. Contract Amendments, no Using Agency or employee thereof has authority to make any amendment to this Contract.



**d) Governing Law and Jurisdiction**

This Contract shall be governed by and construed under the laws of the State of Illinois. The Consultant irrevocably agrees that, subject to the County's sole and absolute election to the contrary, any action or proceeding in any way, manner or respect arising out of the Contract, or arising from any dispute or controversy arising in connection with or related to the Contract, shall be litigated only in courts within the Circuit Court of Cook County, State of Illinois, and the Consultant consents and submits to the jurisdiction thereof. In accordance with these provisions, Consultant waives any right it may have to transfer or change the venue of any litigation brought against it by the County pursuant to this Contract.

**e) Severability**

If any provision of this Agreement is held or considered to be or is in fact invalid, illegal, inoperative or unenforceable as applied in any particular case in any jurisdiction or in all cases because it conflicts with any other provision or provisions of this Agreement or of any constitution, statute, ordinance, rule of law or public policy, or for any other reason, those circumstances do not have the effect of rendering the provision in question invalid, illegal, inoperative or unenforceable in any other case or circumstances, or of rendering any other provision or provisions in this Agreement invalid, illegal, inoperative or unenforceable to any extent whatsoever. The invalidity, illegality, inoperativeness or unenforceability of any one or more phrases, sentences, clauses or sections in this Agreement does not affect the remaining portions of this Agreement or any part of it.

**f) Assigns**

All of the terms and conditions of this Agreement are binding upon and inure to the benefit of the parties and their respective legal representatives, successors and assigns.

**g) Cooperation**

Consultant must at all times cooperate fully with the County and act in the County's best interests. If this Agreement is terminated for any reason, or if it is to expire on its own terms, Consultant must make every effort to assure an orderly transition to another provider of the Services, if any, orderly demobilization of its own operations in connection with the Services, uninterrupted provision of Services during any transition period and must otherwise comply with the reasonable requests and requirements of the Using Agency in connection with the termination or expiration.

**h) Waiver**

Nothing in this Agreement authorizes the waiver of a requirement or condition contrary to law or ordinance or that would result in or promote the violation of any federal, state or local law or ordinance.

Whenever under this Agreement the County by a proper authority waives Consultant's performance in any respect or waives a requirement or condition to either the County's or Consultant's performance, the waiver so granted, whether express or implied, only applies to the particular instance and is not a waiver forever or for subsequent instances of the performance, requirement or condition. No such waiver is a modification of this Agreement regardless of the number of times the County may have waived the performance, requirement or condition. Such waivers must be provided to Consultant in writing.

**i) Independent Consultant**

This Agreement is not intended to and will not constitute, create, give rise to, or otherwise recognize a joint venture, partnership, corporation or other formal business association or organization of any kind between Consultant and the County. The rights and the obligations of the parties are only those expressly set forth in this Agreement. Consultant must perform under this Agreement as an independent Consultant and not as a representative, employee, agent, or partner of the County.

This Agreement is between the County and an independent Consultant and, if Consultant is an individual, nothing provided for under this Agreement constitutes or implies an employer-employee relationship such that:

- i) The County will not be liable under or by reason of this Agreement for the payment of any compensation award or damages in connection with the Consultant performing the Services required under this Agreement.
- ii) Consultant is not entitled to membership in the County Pension Fund, Group Medical Insurance Program, Group Dental Program, Group Vision Care, Group Life Insurance Program, Deferred Income Program, vacation, sick leave, extended sick leave, or any other benefits ordinarily provided to individuals employed and paid through the regular payrolls of the County.
- iv) The County is not required to deduct or withhold any taxes, FICA or other deductions from any compensation provided to the Consultant.

**j) Governmental Joint Purchasing Agreement**

Pursuant to Section 4 of the Illinois Governmental Joint Purchasing Act (30 ILCS 525) and the Joint Purchase Agreement approved by the Cook County Board of Commissioners (April 9, 1965), other units of government may purchase goods or services under this contract.

In the event that other agencies participate in a joint procurement, the County reserves the right to renegotiate the price to accommodate the larger volume.

**k) Comparable Government Procurement**

As permitted by the County of Cook, other government entities, if authorized by law, may wish to purchase the goods, supplies, services or equipment under the same terms and conditions contained in this Contract (i.e., comparable government procurement). Each entity wishing to reference this Contract must have prior authorization from the County of Cook and the Consultant. If such participation is authorized, all purchase orders will be issued directly from and shipped directly to the entity requiring the goods, supplies, equipment or services supplies/services. The County shall not be held responsible for any orders placed, deliveries made or payment for the goods, supplies, equipment or services supplies/services ordered by these entities. Each entity reserves the right to determine the amount of goods, supplies, equipment or services it wishes to purchase under this Contract.

**l) Force Majeure**

Neither Consultant nor County shall be liable for failing to fulfill any obligation under this Contract if such failure is caused by an event beyond such party's reasonable control and which is not caused by such party's fault or negligence. Such events shall be limited to acts of God, acts of war, fires, lightning, floods, epidemics, or riots.

**ARTICLE 11) NOTICES**

All notices required pursuant to this Contract shall be in writing and addressed to the parties at their respective addresses set forth below. All such notices shall be deemed duly given if hand delivered or if deposited in the United States mail, postage prepaid, registered or certified, return receipt requested. Notice as provided herein does not waive service of summons or process.

If to the County:       Justice Advisory Council  
                              69 West Washington Street, Room 1110  
                              Chicago, Illinois 60602  
                              Attention: Lanetta Haynes Turner

and

                              Cook County Chief Procurement Officer  
                              118 North Clark Street, Room 1018  
                              Chicago, Illinois 60602  
                              (Include County Contract Number on all notices)

If to Consultant:       UMOJA Student Development Corporation  
                              954 West Washington Boulevard, Suite 225  
                              Chicago, Illinois 60607  
                              Attention: Ted Christians, Chief Executive Officer

Changes in these addresses must be in writing and delivered in accordance with the provisions of this Article 11. Notices delivered by mail are considered received three days after mailing in accordance with this Article 11. Notices delivered personally are considered effective upon receipt. Refusal to accept delivery has the same effect as receipt.

#### **ARTICLE 12) AUTHORITY**

Execution of this Agreement by Consultant is authorized by a resolution of its Board of Directors, if a corporation, or similar governing document, and the signature(s) of each person signing on behalf of Consultant have been made with complete and full authority to commit Consultant to all terms and conditions of this Agreement, including each and every representation, certification and warranty contained in it, including the representations, certifications and warranties collectively incorporated by reference in it.

EXHIBIT 1

Scope of Services



**UMOJA**  
STUDENT DEVELOPMENT CORPORATION

May 4, 2015

Shannon Andrews  
Office of the Chief Procurement Officer  
Cook County Government  
118 N. Clark Street, Room 1018  
Chicago, IL 60601

Dear Ms. Andrews:


On behalf of Umoja Student Development Corporation (Umoja), I am please to submit this request for \$100,000 in support of the Resilience & Voice (R&V): Building Strength in Urban Schools and Communities project. This project is a data-informed support and professional development approach that leverages high schools as a strategic arena for the prevention, intervention and interruption of violence. Developed in collaboration between Umoja Student Development Corporation (Umoja), Lurie Children's Community Linked Mental Health Services Program (CLMHSP) and Mikva Challenge (Mikva), this grant will specifically allow us to build on the current pilot year (2014/15) to reach an increased number of young people in 2015/16, impacting more than 500 students and building the capacity of more than 100 teachers and staff at schools in Englewood and Rogers Park.

Umoja, Mikva, and CLMHSP have each differentiated themselves as a result of their abilities to work effectively with young people while preparing the teachers and staff within schools to identify and address issues that both prevent violence and mitigate retaliation. This grant would allow three individually effective organizations to leverage our collective expertise, so we may more holistically tackle the causes and results of violence in a comprehensive way that no one of us can achieve individually. At each school, the R&V model combines restorative conflict resolution through an Umoja-staffed Peace Room; clinical supports through a CLMHSP-supported CARE Team; youth voice and leadership development through a Mikva-facilitated Peace & Leadership Council; and a school-wide Culture and Climate Team comprised of staff from all three organizations, administrators, teachers, and students.

We are committed to providing the services described in this proposal at the cost proposed in the budget detail. With extensive experience partnering with Chicago Public Schools and working directly with young people, Umoja and our partners/subcontractors are well-positioned to achieve our outcomes and have significant impact.

We look forward to developing a partnership with Cook County Government as we share our best practice, research-based programs to reduce violence across Chicago. If you have any questions or feedback, I can be reached at 773/433-0939 or [tchristians@umojacorporation.org](mailto:tchristians@umojacorporation.org).

Sincerely,

  
Ted Christians  
Chief Executive Officer

## **Cook County Violence Prevention Grant 2015**

### **Section C: Agency Description (2 pages)**

For more than 16 years, Umoja Student Development Corporation (Umoja) has partnered with students, teachers and administrators to increase graduation rates, reduce violence, and equip students for postsecondary success. Umoja's theory of change is grounded in the understanding that in schools in communities hardest hit by poverty, disinvestment and violence, organizing around academics alone is not sufficient to drive transformation. To complement the academic program, schools need a set of comprehensive and integrated supports to help students navigate the journey through high school to graduation and beyond.

Umoja is unique as an organization in that it not only provides direct resources to students, but also organizes and equips adults school-wide to participate as informed and essential advocates for students. One of the ways Umoja strives to change school culture to a more positive, healing environment is through its Restorative Justice (RJ) program. During the 2014/15 school year, Umoja's RJ program has continued to expand with Peace Rooms in five schools. In addition to Restorative Justice, Umoja's other core program areas are College & Career Readiness and Social & Emotional Learning. Overall Umoja currently has staff on-the-ground at a core group of 10 Chicago Public Schools (CPS) partner high schools and one community organization, as well as share coaching and curricular resources with an additional 10 CPS high schools through two pilot programs with the district.

Mikva Challenge is a non-partisan nonprofit whose mission is to develop youth in under-resourced Chicago neighborhoods to be informed, empowered, and active citizens and community leaders. Over the past 16 years, Mikva Challenge has engaged over 50,000 young people from over 100 Chicago high schools through "Action Civics" programs. Mikva's three

program areas - youth electoral participation, youth policymaking, and youth community problem solving - teach young people critical leadership skills while transforming their attitudes about taking an active role in their schools, communities, and the political process.

Mikva developed Peace and Leadership Councils (PLCs) eight years ago as a holistic strategy to inject youth-adult partnerships, youth ideas and leadership into school culture and governance. Similarly, Mikva launched the Issues to Action program 13 years ago to promote experiential learning as teachers lead students through a process of identifying, critically analyzing, and taking action on the issues they face in their schools and communities. The belief behind both programs is that young people have important knowledge about school issues, and that by involving students, schools are taking a critical step to creating healthier, safer environments and developing youth leaders and engaged citizens.

The Community-Linked Mental Health Services Program (CLMHSP) is a joint program of Ann & Robert H. Lurie Children's Hospital of Chicago's Department of Child and Adolescent Psychiatry and its Injury Prevention and Research Center. Established in 2004, CLMHSP is a multidisciplinary team of professionals with a shared goal of promoting access to evidence-based mental health services and addressing mental health from a public health perspective that includes prevention, early intervention and clinical services. In partnership with CPS, CLMHSP has trained over 1000 school and community-based clinicians on evidence-based group interventions that address trauma and anger management (including Cognitive Behavioral Intervention for Trauma in Schools and Think First). CLMSHP has also provided training and ongoing technical assistance to 60 CPS schools that have disproportionately higher rates of students with social, emotional and behavioral issues due to poverty-related stress, community violence and/or high mobility rates.



**Section D: Executive Summary and Agency Organization Chart (2 pages)**

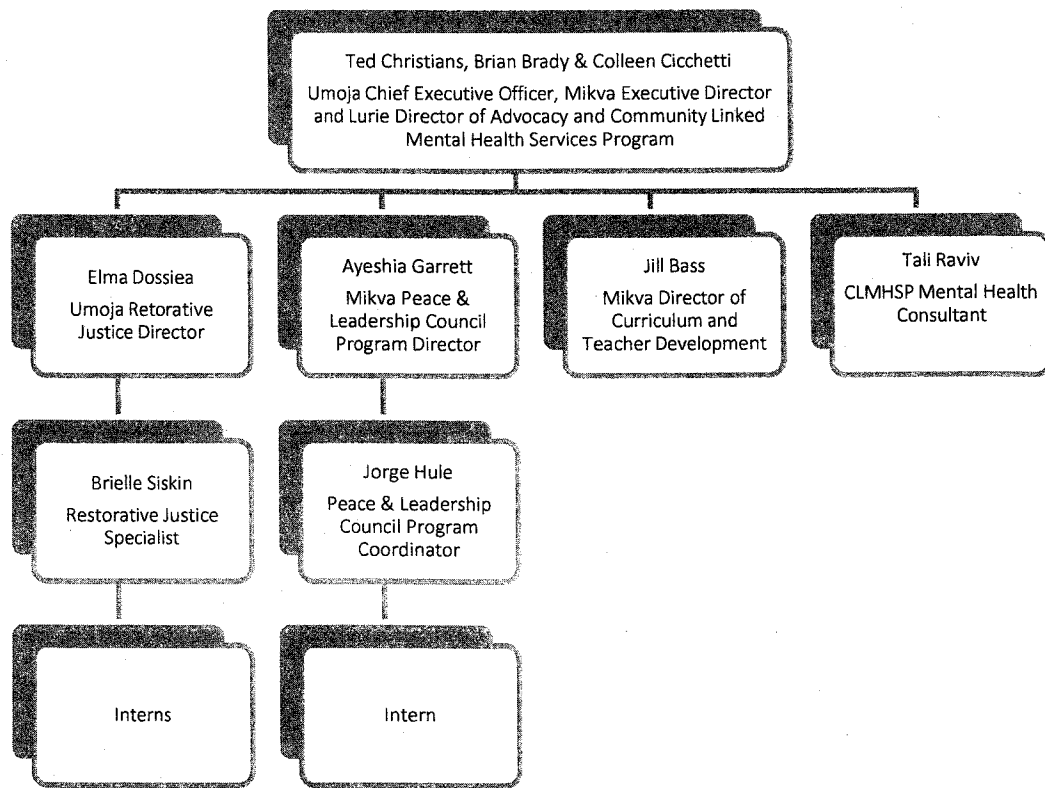
Umoja, in partnership with Mikva and CLMHSP seeks a \$100,000 grant to expand the Resilience & Voice (R&V): Building Strength in Urban Schools and Communities project to a new site at John Hope High School (Hope) in Englewood, while continuing to support William Rainy Harper High School (Harper) in Englewood and Roger C. Sullivan High School (Sullivan) in Rogers Park. R&V, a model for an integrated approach to schools, strives to prevent, interrupt, and intervene in the violence that plagues the schools and communities where these students live. At Sullivan and the new Hope site, the R&V model will impact 500 students and more than 100 teachers and staff during the 2015/16 school year. At Harper our support will continue as anticipated through the end of this year and the start of next fall, with the support of the previous Cook County grant, and will decrease for the duration of the 2015/16 schools year..

The R&V project is a data-informed approach leveraging high schools as strategic arenas for prevention, intervention and interruption of violence. Umoja, Mikva, and CLMHSP have differentiated themselves by working effectively with youth while preparing teachers and staff to identify and address issues that prevent violence and mitigate retaliation. Building on the previous work at Sullivan and Harper, the R&V model at Hope will combine restorative conflict resolution through an Umoja-staffed Peace Room; clinical supports through a CLMHSP-supported CARE Team; youth voice and leadership development through a Mikva-facilitated Peace & Leadership Council; and a school-wide Culture and Climate Team of staff from each organization, administrators, teachers, and students. The R&V team will work with approximately 250 high-need students at each school and impact the student population through the Peace & Leadership Council and Peace Room. The groundbreaking R&V model eliminates disconnects between support systems within a school, while building student and teacher leaders

as assets in reducing violence school-wide. R&V aligns with CPS's Multi-Tier System of Supports model emphasizing increasingly individualized interventions including strategies for school-wide transformation linked with intensive clinical services for targeted students.

Additionally, by demonstrating success in a North and South side high school, with a diversity of students deeply affected by violence, this project will continue to serve as a model for replication to other high need schools and communities throughout Chicago.

Umoja, Mikva and CLMHSP staff on site at each school will meet weekly and work closely together on a daily basis to organize the activities detailed in the proposal and will report to their respective Program Directors. Additionally, an essential component of the R&V model is a Culture and Climate (C&C) Team. The C&C Team includes administration, social workers, CLMHSP and CARE Team representatives, Mikva staff and student representatives, deans, security, lead teachers, and other appropriate stakeholders from the school and/or community.



**Section E: Description of the Problem (2 pages)**

The R&V model focuses on high school age young people from low-income, minority communities who are most vulnerable to the violence epidemic in the city and nationally. During 2014, the Englewood neighborhood, where Hope is located, reported 699 robberies, 243 shootings, 91 sexual assaults, and 46 murders making it the most violent community in Chicago. Notable is the fact that violence is plaguing all corners of the city from Hope on the South Side to Sullivan on the far North Side. The Rogers Park neighborhood, where Sullivan is located, reported 240 robberies, 38 shootings, 53 sexual assaults, and 10 murders in 2014.

The Centers for Disease Control and Prevention states that violence is a pressing health issue, particularly for young people – in 2012, 4,787 young people ages 10 to 24 were victims of homicide nationwide (CDC, 2015). Among 10 to 24 year-olds nationwide, homicide is the leading cause of death for African Americans and the second leading cause of death for Hispanics (National Center for Injury Prevention and Control, 2012). All three R&V partner organizations believe that violence can be impacted by behavioral changes, like other public health issues (CDC, 2012). Young people spend the majority of their day in school and much of the violence that occurs within this demographic begins or is exacerbated during the school day. Because of this, high schools are critical places for preventing and interrupting violence that plagues Chicago's neighborhoods. This violence and trauma has a disproportionate, lasting impact on communities and the young people the R&V model serves. Young people exposed to violence suffer lasting physical, mental and emotional consequences (National Survey of Children's Exposure to Violence, Office of Juvenile Justice and Delinquency Prevention, 2009).

Further, we know the current response from schools is not working. One of every four African American public school students in Illinois was suspended at least once during the

2009/10 school year – the highest rate in the country (Center for Civil Rights Remedies, 2012).

Similarly, in 2013/14 one third of African American males in CPS were suspended, as compared to only 16% of the overall student population (Consortium on Chicago School Research, 2015).

We believe that we as a city can no longer afford to push this critical demographic of young people out of our schools and into the street with interventions built into the criminal justice system as our only response. The link between suspensions and further violence and incarceration is clear, as “students who are suspended even once are more likely to drop out of school” (*Medill Reports Chicago*, 2011). Young people who do drop out of high school, many of whom have been on a path of suspensions prior to leaving school, are more than eight times as likely to be incarcerated as those who graduate (Advancement Project, 2010). The R&V program seeks to remedy this through integration of restorative practices in schools, opportunities for youth involvement in creative solutions to violence at their school and support for treating those impacted by trauma.

Beyond violence reduction, researchers also found that students enrolled in middle and high schools that practiced zero tolerance policies were much likelier to have higher stress levels than students attending schools using alternate disciplinary models, such as positive behavioral interventions and supports (PBIS) and restorative justice programs (Human Impact Partners, 2012). Simply said, the traditional zero tolerance approaches of suspension, expulsion and push-out put more young people on the street, create more health problems, deny critical opportunities to intervene and restore relationships and dramatically increase the likelihood that a next interaction or altercation will end up in physical harm, incarceration or death.

## **Section F: Description of Target Population (2 pages)**

Violence in Chicago, unfortunately, is a deep-seated problem in neighborhoods throughout the city -- from the far north to the far south sides. This violence disproportionately impacts the communities the R&V project targets. The school partners for this project are in the Englewood neighborhood, where the overall population is 89% low-income and predominately African American (63%) and Hispanic (29%); and the Rodgers Park community, which is predominately Hispanic (32%) and African American (30%). More than 99% of students at Hope, 97% of students at Harper and 94% of students at Sullivan are low-income.

The R&V model focuses on high school age young people from low-income, minority communities in Chicago, who are most vulnerable to the violence epidemic in the city and nationally. If we are to reduce violence, young people need adults within their schools who understand and can respond to the causes and results of violence in strategic ways. And while our high schools remain an organizing center for so many of our young people they also remain dreadfully under-resourced, as they rely on few and fragmented services to address the massive social and emotional needs of their students. Simply put, schools cannot possibly do it alone and the R&V model is a high-impact, authentic solution that holistically addresses violence in partnership with the schools where our young people spend the majority of their time.

Harper and Sullivan were selected as the original R&V sites because of their need and their previous work with at least one of the partner organizations. Informed by the current pilot year, the R&V partners have developed a school screening tool to assist in assessing a potential school partner's fit. While we are committed to serving the highest need students and schools, we also understand that if we are going to be successful and leverage funding to its full potential, the school partner must have at least a minimum level of buy-in, capacity and systems in place.

The school screen looks at school leadership investment, stability and alignment of vision and goals, as well as endorsement by the CPS Network Chief. Based on the match with the R&V screen and the direct endorsement with the Hope administration and Network Chief of Schools and SEL Specialist, we are excited to partner with Hope for the 2015/16 school year. We will also be continuing to implement the R&V model at Sullivan with the full intent of continuing to transfer ownership to the school personnel and community. Harper, based on the school screen assessment, will be receiving a reduced intensity of services for the coming year. This will include: 1) quarterly Restorative Practices professional development from Umoja; 2) start-up support (covered by the previous Cook County grant) in September from CLMHSP to help CARE Team members and administration conduct a needs assessment and create an action plan for improving and building upon the CARE Team structure and services, as well as participation in CLMHSP-supported Network- and District-level Professional Learning Communities for CARE Team Leads; and 3) one-day per week Peace Council support from Mikva. It is our hope that through improvements over the coming year, that Harper will be better positioned as a match with the R&V screen in order to return to full implementation in the future.

Services and programs provided by this project will reach both perpetrators of violence and victims of violence (often the same). The collaboration across all three partner organizations is designed to reach students through Tier 1, 2 and 3 supports and specifically target those most vulnerable to violence. Acknowledging the extra challenges court-involved youth and homeless or formerly homeless youth face in schools (primarily current Cook County Housing Authority residents) and their communities the R&V project will directly target these populations.

**Section G: Program Implementation Plan and Implementation Schedule (5 pages max)**

The Resilience & Voice (R&V): Building Strength in Urban Schools and Communities project is a data-informed support and professional development approach that leverages high schools as a strategic arena for the prevention, intervention and interruption of violence. Developed in 2014 in collaboration between Umoja, CLMHSP and Mikva, this grant will allow the R&V project to take the next step in leveraging our collective expertise, in order to holistically tackle the causes and results of violence in a comprehensive way that no one of us can achieve individually.

The R&V program delivery model is unique and groundbreaking in that it eliminates the disconnect between systems of support within a school, while building student and teacher leaders as assets in reducing violence throughout the entire school. R&V is aligned with the nationally recognized Multi-Tiered System of Supports (MTSS) model that Chicago Public Schools has adopted. MTSS is a framework that emphasizes increasingly individualized interventions, beginning with universal strategies for school-wide transformation linked with increasingly intensive services for targeted students based on need. In the absence of this multi-tiered prevention and intervention structure, violence punctuates an ever present sense of danger, unresolved conflict, and pervasive disease.

Additionally, all aspects of the R&V project are grounded in research-supported best practices. Research studies that have examined the relationship between multi-tiered social and emotional learning supports and reduction in violence have consistently found that social and emotional learning strategies (e.g., informational, cognitive/affective, and social skills building) are associated with a reduction in violent behavior (Department of Health and Human Services, 2007). The recently issued, "School Discipline Consensus Report" identifies several

recommendations and strategies for keeping students engaged in learning and out of the juvenile justice system (The Council of State Governments Justice Center, 2014). Highlighted among these is the establishment of a student support team (analogous to CARE Team) that oversees services for youth with behavioral or mental health needs. Furthermore, research has shown that schools who are effectively implementing restorative practices are seeing dramatic results in terms of reduced misbehavior, violence, suspensions and expulsions ("Building Safer, Saner Schools," *Educational Leadership*, September 2011). Finally, research suggests that low socio-economic status students who participate in service learning or community service have better grades, better attendance, and feel more bonded to school than their peers ("Reducing Academic Achievement Gaps: The Role of Community Service and Service Learning," *Journal of Experiential Education*, 2006).

Already this model shows significant promise. Initial data from Harper indicates both in-school and out-of-school suspensions are down more than 25% during the first half of the school year. Similarly, Sullivan's out-of-school suspensions are on track to decrease by more than 40% this year. Thus far this year the R&V project has also helped students avoid more than 64 days of out-of-school suspension at Sullivan. We anticipate similar results from a partnership with Hope.

**Leadership:** An essential component of the R&V model is a Culture and Climate (C&C) Team. The C&C Team serves as both the launch point of the model and is ultimately designed to ensure the full integration of supports and strategies as well as long-term sustainability. The C&C Team includes administration, social workers, CLMHSP and CARE Team representatives, Mikva staff and student representatives, Umoja's Peace Room staff member, deans, security, lead teachers, and other appropriate stakeholders from the school and/or community. As the R&V model builds the capacity of the students and adults in the school, full ownership for the



C&C Team and for the systems and supports that are developed through project is transferred to identified and supported school personnel.

Student supports: At the core of the R&V student supports is the Umoja Peace Room, which serves as the point-of-entry and hub for all restorative justice interventions. The Peace Room provides a continuum of services, including peace circles for student to student conflicts, restorative conferencing for student to teacher issues, re-entry circles for students returning from suspensions or out-of-school situations such as juvenile detention, and problem-solving conversations focused on behavior changes. The Peace Room is staffed by a full-time Umoja staff person who engages the full school community as sources for referral. Through Peace Room interventions, staff partner with students and adults to get to the root of the conflict.

CLMHSP staff will serve as consultants to the CARE Teams. CARE Teams are school-based group of staff that meets to address the needs of a school's at-risk students using the MTSS framework. The key components of CARE Team include the implementation of referral and screening protocols that use data to match students to appropriate interventions, ensuring linkage to evidence-based interventions to address students' social, emotional, and behavioral needs, assisting in the coordination of services and communication between school staff and community partners, and use of data to evaluate the interventions' effectiveness.

The Peace Room staff, CLMHSP staff, and Mikva staff will work together in in two important ways. First, the clinical supports provided through the CARE Team model, including CBITS and Think First groups, will provide the critical specialized Tier 2 and Tier 3 clinical supports to students who may utilize Peace Room services but require additional clinical interventions. Second, our collective experience teaches us that students who have successfully resolved conflicts through the Peace Room and/or successfully completed clinical interventions

are likely to thrive if they are provided opportunities to meaningfully contribute to promoting a peaceful school culture and climate. Students will have authentic opportunities speak out and engage in improving their school through the Mikva-facilitated Peace & Leadership Council and the Mikva-supported and teacher-facilitated "Issues to Action" projects. Mikva's leadership development program provides students with some skills in the area of peer mentors and advocates by training students in facilitation as well as giving them clear job as advocates for all the students in their school, not just member of the group. Although most of the program will be completed after school, we will integrate PLC work into the school day.

Adult supports: The R&V partners know that without the full support and understanding of all adults in the school building, this work will not be successful. Thus the R&V model is grounded in extensive professional development, coaching and support for teachers and staff. All adults at each school will participate in at least one session on trauma, restorative justice and youth voice. Ongoing professional development targeted for select groups of adults includes the following: CARE Team training for the entire school to recognize the impact of exposure to violence and trauma on students and to identify the social and emotional needs of students that are impacting their learning, real-time restorative justice coaching and modeling, and Issues to Action program and training. Additionally, as the R&V Project moves into the second year at Sullivan, the project partners will focus more on equipping adults across the school to ensure long-term sustainability, and impact school culture change.

Program Schedule:

October 2015: Mikva will recruit students for Peace and Leadership Councils and support teachers to complete Issues to Action projects; Leadership Goal-Setting and council leaders introduced to larger student body. Umoja will open the fully staffed Peace Room - which

remains open throughout school year. CLMHSP staff will support, train and integrate the CARE Team, CBITS and Think First interventions. R&V staff will meet bi-weekly throughout the school year to coordinate services.

October – December 2015: Peace and Leadership Councils meet twice a week. Fall semester meetings are devoted to teambuilding, leadership development, and youth-led research of the top issues facing young people in the school. In December, the Councils present their issue research and recommendations to improve school climate to their principals.

January – May 2016: Peace and Leadership Councils take action on their recommendations to create a more peaceful, healthier school climate. In May, the Councils present the final products of their work to their principals and makes plans for coming year.

All School Year: The C&C Team will meet bi-weekly for the entire school year. The CARE Team will meet weekly for the entire school year.

May – June 2016: By the end of the school year, school staff will take additional ownership with each collaborating organization shifting to an advisory role. For example, at Sullivan, the Dean, security guards and teachers have fully embraced restorative practices and participate regularly in Peace Circles. Community Building circles have also been integrated into the classrooms. The Peace Room staff, school counselor and CARE Team leads also communicate regularly regarding student needs and referrals.

#### Program Participants

- Adults Trained/Coached: 25-50 adults will be trained at each school with a core group of 5-10 involved in the C&C Team, who will be more intensely supported.
- Students: 15-30 in each Mikva Peace & Leadership Council; 150-300 served by each school's Peace Room each school; 75 students per school referred by CARE team.

**Section H: Expected Outcomes (2 pages max)**

Outcome 1: Improve the school's culture and climate as measured by a reduction in discipline code infractions.

Measures:

- Reduction by 10% in overall suspensions school-wide, as compared to prior-year data at each school.
- Reduction by 15% of the L4 – L6 (serious discipline) infractions, as compared to prior-year data at each school.

Outcome 2: Increase students' knowledge, attitudes, behaviors and practices related to leadership, trauma and restorative justice.

Measures:

- More than 75% of the 1,000 students will self-report through surveys increased student voice, knowledge of restorative practices and use of skills learned through interventions.
- Students participating in CARE Team interventions show improved pre-post measures of global social-emotional functioning and targeted-symptom specific measures for each Tier II intervention.

Outcome 3: Increase administrators' and teachers' knowledge, behaviors and practices related to leadership, trauma and restorative justice.

Measures:

- More than 75% of the 100 faculty members and administrators participating in professional development will indicate increased understanding of trauma, restorative practices and integration of youth voice in the classroom.

- More than 75% of the 100 faculty members through school-wide surveys will report increased use of restorative practices and intervention tools by the end of the school year.

The R&V team contracted with Chapin Hall at the University of Chicago this year to conduct an independent external evaluation of the project that includes short and long-term impact metrics. The evaluation of the first year will be available this summer and will help us to continue to develop a model that delineates proposed benefits of this collaborative approach for impacting school climate change using both qualitative and quantitative evaluation approaches. This evaluation model would be applied to the proposed continuation of this project if the Cook County grant is approved to fund the program implementation. This year we secured additional grant funding for this evaluation partnership through the CCT and the Michael Reese Health Trust and have reapplied for funding from both sources.

Internally the R&V project uses a variety of approaches and sources to manage the necessary data, with the leadership of each organization's evaluation team and school staff responsible for the management of their respective data sources as indicated above in the measures. Equally importantly, we are continually training and building the capacity of school personnel to access and analyze their data, which is critical to our evaluation efforts. Umoja's work with schools helps schools create data systems, standardize data entry, and align their current discipline and behavior tracking systems with the services provided. Similarly, CLMHSP consultation focuses on the tracking and use of data within CPS-approved data systems to identify students in need of services and monitor their progress.

**Section I: Planning and Preparation Activities (2 pages)**

Planning, April-June 2015: The R&V Team will engage the school in an assessment and goal-setting process for the 2015/16 school year. The R&V Team will continue to build relationships with key school personnel and identify members for the Culture and Climate team. Mikva and Umoja staff will also further develop their specified roles and detail the connections between staff working at each school.

Training, July-August 2015: C&C Teams from each of the two schools will again participate in Umoja University (one week in July) to formalize implementation plans. Umoja and Mikva will engage select students in leadership development and restorative practices training to lay the groundwork for the Peace and Leadership Council. School staff will participate in school-wide professional development sessions prior to the start of the school year focused on all elements of the R&V project, and teachers planning to use the Mikva “Issues to Action” curriculum will attend an additional training facilitated by Mikva staff.

Training, August – September 2015: R&V Team will lead a school-wide training for all teachers and staff on restorative practices with the C&C Team and discuss its focus for the school year. Teachers using the Issues to Action curriculum will attend an additional training by Mikva staff.

**Section L: Qualifications of the Proposer (3 pages max)**

Umoja, Mikva and CLMHSP have extensive experience in Chicago high schools and organizations serving high school students, particularly in CPS and specifically working with Sullivan, Hope, and Harper High Schools. Together these organizations have worked in over 100 high schools. Over the past five years, they have worked together in several high schools, and by leveraging their expertise will efficiently and effectively reach their goal of developing conflict, trauma, and violence-free environments where students can develop academically, emotionally, and safely into adults with bright futures.

Founded in 1997 as a unique school-community partnership at Manley High School, Umoja equips young people to succeed in college and confidently claim their future. Umoja's core program areas include College & Career Readiness, Restorative Justice and Social & Emotional Learning. During the current 2014/15 academic year, Umoja has staff on-the-ground at a core group of 10 Chicago Public Schools (CPS) partner high schools and one community organization. Umoja is also providing professional development, coaching and curricular resources to an additional 10 CPS high schools through two pilot programs with CPS as a district. Umoja's Restorative Justice (RJ) Program began in 2009 and currently works with five high schools across the city of Chicago, with an ever-increasing demand and need. In total over the last 2013/14 school year, Umoja handled more than 1,400 cases in Peace Rooms at four schools, impacting more than 790 (unduplicated) students and 150 (unduplicated) adults. Out-of-school suspensions across all four partner schools decreased an average of 11%. Higher level disciplinary infractions, related to violence, also decreased across all schools, ranging from 7% to 70% decreases.

Mikva Challenge has facilitated Peace & Leadership Councils (PLC) for eight years and supported teachers through the Issues to Action (ITA) program for 13 years. During that time, they observed incredible growth in students' communication, collaboration, and critical thinking skills and sense of civic commitment. For example, at the end of the last school year 97% of PLC students reported they now work well with others and maintain a positive attitude even when they disagree (vs. 58% before program). Additionally, 88% of students can now break down a problem facing their community and identify its causes (vs. 42% before), and 62% of students possess active listening skills (vs. 44% before). When Mikva surveyed ITA students about their civic skills and attitudes at the beginning and end of the last school year, they found that only 41% of students believed they could make a difference before participating in the program. However, after ITA, 86% of students believe they can. To put that in perspective – in the most recent Civic & Political Health of the Nation Survey, only 55% of youth nationwide believe they can make a difference.

Lurie Children's Memorial Hospital and the Community-Linked Mental Health Services Program (CLMHSP) also have a successful history of collaboration with schools across the city of Chicago. The CARE Team model that the CLMHSP is supporting through the R&V project was initially developed through a collaboration with the Office of School Turnaround (OST) in CPS and implemented in all of the CPS turnaround high schools and then was expanded through School Improvement Grant (SIG) and Culture of Calm funding to multiple high needs high schools. The district has endorsed this model and is currently investing in expansion to elementary schools and high schools in all of the networks. CLMHSP's work has continued to show significant success. Across their multiple school partners, students who have participated in one or more of the CARE Team interventions have shown a significant decrease in social



emotional difficulties (e.g., conduct, peer, and emotional problems), behavioral infractions, self-reported anger and trauma symptomatology.

List of References

**Chad Adams, Principal, Sullivan High School**

Address: 6631 N Bosworth Ave, Chicago IL 60626

Phone: (773) 534-2000

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Dollar value of R&V Project for 2014/15: \$85,000

**Janice Wells, Principal, South Shore International College Preparatory High School**

Address: 1955 E 75th St, Chicago, IL 60649

Phone: (773) 535-8350

Email: jewells@cps.edu

Dollar value for RJ Project 2013/14: \$67,500

**Maurice Swinney, Principal, Tilden High School**

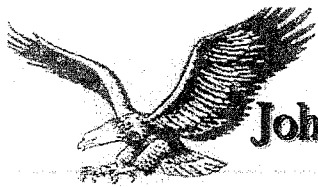
Address: 4747 S Union Ave, Chicago IL 60609

Phone: 773-535-1625

Email: mswinney@cps.edu

Dollar value for R&V Project 2013/14: \$85,000

Also included are letters from Mikva Challenge, the Community-Linked Mental Health Services Program (CLMHSP), Chad Adams at Sullivan High School, Michael Durr at Hope High School, and Liz Kirby, Network Chief for Hope High School's Network within Chicago Public Schools.



**CPS Chicago Public Schools**  
**John Hope College Preparatory High School**

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Mr. Michael W. Durr  
Principal

April 29, 2015

Cook County Justice Advisory Board  
118 N. Clark St, Room 1018  
Chicago, IL 60602

To Whom It May Concern:

As the principal of Hope High School I am committed to developing a peaceful school culture and ensuring that our students are prepared to make successful transitions to postsecondary education and careers. With this goal in mind, I look forward to the potential opportunity to partner with Lurie Children's Community Linked Mental Health Services Program (CLMHSP), Mikva Challenge (Mikva), and Umoja Student Development Corporation (Umoja) in their Resilience & Voice collaborative project focused on preventing violence and creating a more positive school culture during the 2015/16 school year.

I wholeheartedly support CLMHSP, Mikva and Umoja and am grateful for the opportunity for potential funding from Cook County to help make this partnership possible. While most organizations want to make a difference in the lives of young people and schools, few have the commitment to collaboration that it takes to truly succeed in a school setting. This project provides that level of collaboration that I know is critical as a school leader.

I have worked with Mikva and CLMHSP for the past three years and know their work to be high quality and collaborative. The importance of having services like the CARE team for students struggling with trauma cannot be overstated. And equally as important is providing young people with a voice in their school through the projects Mikva facilitates at schools. Finally, as we look forward to the 2015/16 school year, I also am excited to work with Umoja to integrate Restorative Justice Practices into our school culture as a way to restore conflicts and keep students in school. The integration and collaboration between these three organizations will provide the comprehensive support that contributes to reducing violence among our young people.

By investing in this partnership with Hope High School you are helping provide young people with the resources and support they need to reduce their risk of violence and move towards productive lives as adults.

Sincerely,

Michael Durr, Principal



Ann & Robert H. Lurie  
Children's Hospital of Chicago

Cook County Justice Advisory Board  
118 N. Clark St, Room 1018  
Chicago, IL 60602

May 2, 2015

Dear Members of the Cook County Violence Prevention Grant Selection Committee:

I am writing in support of Umoja's proposal for the Resilience & Voice Project-a collaboration between Umoja Student Development Corporation, Mikva Challenge, Chapin Hall, and the Community-Linked Mental Health Services Program at the Ann & Robert H. Lurie Children's Hospital of Chicago (CLMHSP). These four agencies each have a long history of partnering with Chicago Public Schools (CPS) to positively impact youth in many of our city's most violence-impacted and underserved communities. Through expansion of our collaborative R&V project we aim to leverage the expertise of each of our programs within an integrated multi-tiered system of supports. We were very pleased to receive funding for this initiative from Cook County for the 2014-2015 school year and believe that we have made considerable progress and learned many things from the first year of this partnership that will lead to even greater success in expanding into the next school year. In addition, as noted in the proposal, we have also been able to leverage the previous investment from Cook County, with successful grant applications to the Chicago Community Trust and Michael Reese Health Trust.

I serve as Director of Advocacy and the CLMHSP in the Department of Child and Adolescent Psychiatry at Lurie Children's and lead a multidisciplinary team of professionals focused on promoting evidence-based interventions to address the impact of trauma on students as well as violence prevention in our communities. We have provided consultation to CPS for over 8 years through multiple state and federal grant initiatives aimed at addressing barriers to accessing mental health services and promoting student success. In particular, we have provided the training and implementation support for several evidence-based clinical interventions for approximately 1000 CPS and community mental health partner clinicians, as well as consultation on the model development and implementation of a coordinated system of strategies and supports to address students' social, emotional and behavioral needs in a school setting with school personnel and community partners.

The R&V project has been a collaborative partnership from inception. Team leaders from each of the organizations developed the initial model of collaboration, which has then benefited from weekly consultation between school level representatives from each team. We have all contributed to the attached proposal and the CLMHSP is aware of the specific commitments and deliverables that we are proposing. We have the personnel resources and expertise required to contribute to the shared goals and objectives of this partnership. I am confident that the proposed expansion of our collaboration along with our evaluation from Chapin Hall will provide us with the scientific rigor necessary to adequately understand the key components and impact of a coordinated set of services in our complex urban school system. In addition, we are utilizing this innovative pilot expansion to inform our joint understanding of the necessary investments of training, personnel and systems to replicate and sustain these innovative practices in our current economic climate.

Feel free to contact me directly if you have any additional questions or would like to discuss this further.

Best Regards,

Colleen Cicchetti, MEd, PhD  
Director of Advocacy and Community-Linked Mental Health Services  
Department of Child and Adolescent Psychiatry  
Ann & Robert H. Lurie Children's Hospital of Chicago  
Assistant Professor, Northwestern University's Feinberg School of Medicine



April 29, 2015

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118 N. Clark St, Room 1018  
Chicago, IL 60602

**To Whom It May Concern:**

Mikva Challenge is excited to partner with Umoja Student Development Corporation (Umoja) and Lurie Children's Community Linked Mental Health Services Program (CLMHSP) on the Resilience & Voice collaborative project. Through our work facilitating Peace & Leadership Councils at Hope and Sullivan High Schools, we will work with Umoja and CLMHSP to focus on preventing violence and creating a more positive school culture during the 2015-16 school year.

We agree to our role and scope of work as described in the proposal.

Thank you for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "Brian Brady", written over a horizontal line.

Brian Brady  
Executive Director  
(312) 863-6346  
brian@mikvachallenge.org



Educate - Inspire - Transform

**Network 11 Office**

6533 S. Stewart - Chicago, Illinois 60621 - GSR # 45  
Telephone 773/535-8223 / 8230 - Fax 773/535-7598

*Elizabeth Kirby*  
Chief of Schools

*Megan Hougard*  
Deputy Chief of Schools

April 30, 2015

Dear Selection Committee:

I am writing this letter to express my support for Lurie Children's Community Linked Mental Health Services Program (CLMHSP), Umoja Student Development Corporation (Umoja) and Mikva Challenge's (Mikva's) proposal to the Cook County Violence Prevention RFP. I have been a committed Mikva Challenge ally since they began running electoral engagement, youth leadership initiatives, and other student engagement programs with teachers at my schools. Additionally, Umoja has a proven track record of providing much-needed peace and restorative justice supports to students in my network and across CPS. Furthermore, CLMHSP has provided CARE teams for a number of my schools. Together, these organizations continue to add much needed developmental support for CPS students and I have witnessed significant SEL and academic growth of young people in their program.

All three organizations are highly regarded partners and have done excellent work helping train our youth to be leaders in their schools and communities. Mikva Challenge's Action Civics model is a student-centered approach to improving instruction in schools while providing young people with an opportunity to build their leadership and civic skills - in critical thinking, problem-solving, collaboration and communication. Similarly, Umoja's youth-centered approach to promoting peace and student achievement in schools has demonstrated improved school climate and student outcomes. Finally, CLMHSP has provided critical training and support to build school's ability to support students in dealing with trauma.

It is for all these reasons and more that I express my highest recommendation for this collaborative project. They are trusted partners and will work diligently to ensure that young people are achieving their full potential. The young people they serve become committed leaders and model students in their schools, because their programs make a connection between their classroom experiences and their lives outside the school building.

Sincerely,

A handwritten signature in dark ink, appearing to read "Elizabeth Kirby", is written over the printed name.

Elizabeth Kirby  
Chief of Schools--Network 11  
Chicago Public Schools



Mr. Chad Adams  
Principal

Mr. Augustine Emuwa  
Assistant Principal

April 29, 2014

Cook County Justice Advisory Board  
118 N. Clark St, Room 1018  
Chicago, IL 60602

To Whom It May Concern:

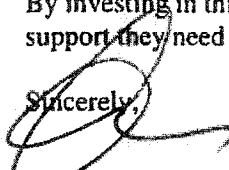
As the principal of Roger C. Sullivan High School (Sullivan), I am committed to developing a peaceful school culture and ensuring that our students are prepared to make successful transitions to postsecondary education and careers. With this goal in mind, I am pleased to continue to partner with Umoja Student Development Corporation (Umoja), the Mikva Challenge (Mikva) and Lurie Children's Community Linked Mental Health Services Program (CLMHSP) in their Resilience & Voice collaborative project focused on preventing violence and creating a more positive school culture during the 2015/16 school year.

I wholeheartedly support Umoja, Mikva and CLMHSP and am grateful for the opportunity for potential funding from Cook County to help make this partnership possible. I first began working with all three organizations when I was an assistant principal at Harper High School. When I became principal at Sullivan last year, I knew partnering with outside organizations like these was important to our success as a school. While most organizations want to make a difference in the lives of underserved youth, few have the programming expertise, staff capacity, and commitment to collaboration that it takes to truly succeed in a school setting.

As we look forward to the 2015/16 school year, I am excited to continue to integrate Restorative Justice practices into our school culture as a way to restore conflicts and keep students in school. Already this year our out-of-school suspension rate has decreased by 40%. I also know it is essential to provide ways for students to heal from trauma and opportunities for our students to have a voice through civic engagement. In this way, the integration and collaboration between these three organizations will provide the comprehensive support that contributes to reducing violence among our young people. I know as a school principal it is critical to coordinate the services and programs offered at my school to best serve my students and this project provides that important piece that few others acknowledge in their work.

By investing in this partnership with Sullivan High School you are helping provide young people with the resources and support they need to reduce their risk of violence and move towards productive lives as adults.

Sincerely,



Chad Adams  
Principal

**Section M: Key Personnel (no limit)**

\*Please note as detailed in the budget this grant would provide funding primarily for the implementation work conducted by one staff member at each organization: Brielle Siskin at Umoja, Jorge Pule at Mikva and Laura Hurwitz at CLMHSP. Additional support and leadership will be funded by additional funding sources secured by each organization.

Umoja's key personnel include the following (see resumes for details):

- Elma Dossiea, Program Director who will dedicate 10% of her time to overseeing our work on the project. She also manages all of Umoja's Restorative Justice work across other schools (10% of her time will be funded by this grant, if approved)
- Brielle Siskin, Restorative Justice Specialist who will dedicate 100% of her time to working at our two school partners (75% of her time will be funded by this grant, if approved)

Mikva's key personnel include the following (see resumes for details):

- Ayeshia Garrett, Peace & Leadership Council Program Director will dedicate 10% of her time to overseeing Mikva's work on the project. She also manages the staffing of Peace and Leadership Councils at additional schools (Her time will be funded by additional secured funding for this project.)
- Jill Bass, Director of Curriculum and Teacher Development will dedicate 5% of her time to overseeing teacher projects at our two partner schools. She also manages Mikva's work with teachers at additional schools (Her time will be funded by additional funding secured for this project.)

- Jorge Pule, Peace & Leadership Council Program Coordinator will dedicate 75% of his time to Mikva's work at the two partner schools (His time will be funded by this grant, if approved).

CLMHSP's key personnel include the following (see resumes for details):

- Colleen Cicchetti, Director of Advocacy and Community Linked Mental Health Services Program will dedicate 10% of her time to overseeing CLMHSP's work on the project. She also manages CLMHSP's work at additional schools (Her time will be funded by additional secured funding for this project).
- Tali Raviv, CLMHSP Mental Health Consultant will dedicate 388 hours of her time to CLMHSP's work at the two partner schools. This includes 1 day/week at Hope and 1 day/month at Sullivan throughout the 10 month school year (this time will be funded by this grant, if approved).



## AYESHIA GARRETT

8943 South Jeffery, Chicago, IL 60617

773-734-3776

ayeshiajohnson@yahoo.com

### Education

**B.A., Speech Communication**, Alumni, University of Illinois at Urbana-Champaign

Emphasis in Human Resources/Human Relations

*Relevant Coursework: Community Health, Business Principles of Human Resource Management and Public Information Management*

**Peace and Leadership Council Director (PLC)**, Mikva Challenge – Policy Making Programs, Chicago, IL

*January 2011-Present*

- Guide and organize the framework of Youth-Adult partnerships within their school to improve the safety and culture.
- Mentor staff in leading councils and with youth work skill development.
- Coordinate and build strong, partnerships with school and community leaders.
- Implement and record outcomes for thorough evaluation of projects and engage in strategic planning of program.

**Vanguard Community Networker- Englewood**, Consortium to Lower Obesity in Chicago Children (CLOCC), Chicago, IL

*June 2010-January 2011*

- Maintained flow of information, communication between community-based organizations and CLOCC. Emphasis towards increasing awareness, resources and guidance to increase community nutrition, physical activity and health.
- Identified, assisted and evaluated funding initiatives that provided "mini-grants" quarterly to develop and implement programs at the community level.

**Peace and Leadership Coordinator (PLC)**, Mikva Challenge – Policy Making Programs, Chicago, IL

*August 2009-May 2010*

- Ensured development, organization and mentoring of 15-20 students of PLC 16 weeks program in Bowen High School – in the Southeast cluster.
- Coordinated and facilitated PLC and lead students through team building, leadership development, and activism projects.
- Summited weekly updates and monthly reports highlighting the goal and progress towards achieving those goals.

### Employment

**Team Leader**, Project SOAR - UIC Center for Literacy, Chicago, IL

*June 2009-August 2009*

- Supervise 15-20 teen Nutrition Aides as they provided health and fitness activities for children.
- Evaluate, provide training, and feedback to Teen Nutrition Aides.
- Prepare written reports to document project activities, goals and achievement.

**Freelance Virtual and Web Research Assistant**, ODESK.com, Chicago, IL

*March 2009-May 2009*

- Use computer systems or applications to access, create, send, data entry or other information.
- Search for and extract information from publications, reports, documents, or other materials.

**Canvass Director and Lead Organizer**, Grassroots Campaigns, Inc., Chicago, IL

*August 2008-November 2008*

- Directed complex projects from concept to fully operational status.
- Audited legal documents to verify completeness, correctness, consistency, compliance, or authenticity.
- Managed cohesive grassroots fundraising and field operations on behalf of the DNC, Save the Children and Environment.
- Successfully managed a fundraising office that fundraised over \$100,000 for the DNC in Chicago.

**Neighborhood and Project Coordinator, *Metanoia Centers, Inc.*, Champaign IL**

*June 2006-July 2008*

- Oversaw and evaluated effectiveness of outreach programs for external organizations at Central Illinois.
- Assisted in the execution of sponsored events and activities, including logistics, scheduling.
- Program liaison with community and state agencies.
- Managed classes of children in 7-12<sup>th</sup> grade programs.
- Implemented daily lesson plans and coursework.
- Recorded and measured student success and abilities.

**Client Flow Assistant, *Champaign County Christian Health Center*, Champaign IL**

*September 2006-July 2008*

- Recommended personnel actions (for example, appointments, promotions, reassignments).
- Implemented non-conventional patient care programs, recruited staff and trained volunteers.

**Administrative Coordinator, *Facilities and Services Division*, University of Illinois**

*June 2002-January 2005*

- Categorized and reviewed invoices and account receivables. Adjusted and coordinated work procedures to meet production schedules, (for example, effective communication flow, information collecting and dispensing).
- Developed visual aids (for example, brochures, charts and diagrams to organize or interpret data).

**Optometric Technician, *Evelyn Marie Moore, O.D., P.C.*, Champaign, IL**

*Prior Experience*

Administered vision therapy programs prescribed by the optometrist (for example, laboratory work, modify conventional contact lenses, recorded inventories of clinical materials and maintain instruments), office management responsibilities.

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**Technical Skills**

MS Access-Basic 2ys exp., MS Outlook 2yrs. exp., MS Office [Advance 7+ exp.] Including: MS Excel, Power Point

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**Community Involvement**

NV State Campaign for Change, Obama for America field manager  
Illinois Campaign to Prevent Gun Violence, Campaign Coordinator  
Illinois Asset Building Group, Advocate  
Money Smart Week - Illinois Committee, Promotion/Outreach  
Salsa Lessons, Instructor

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**Honors & Awards**

Black Star Project's Student Mentor and Motivator  
News-Gazette Publication  
National Foreclosure Mitigation Counseling (NFMCC) Training Program

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**References**

Brian Brady, Executive Director of Mikva Challenge (312) 863-6340  
Elizabeth Dozier, Principal of Fenger High School (773) 535-5430  
Zenobia Williams, CSI Coordinator at SGA Youth and Family Services (312) 447-4367

# **BRIELLE L. SISKIN**

## *Contact Information:*

bsiskin11@gmail.com  
(978) 505-8058

## *Permanent Address:*

1111 North Dearborn St  
Chicago, IL 60610

## **EDUCATION**

**University of Michigan, Ann Arbor, MI**

12/13

Masters of Social Work  
Practice Method: Community Organization  
Practice Area: Community and Social Systems  
Minor: Interpersonal Practice

**University of Michigan, Ann Arbor, MI**

4/12

Bachelor of Arts in Sociology  
Minors: Urban and Community Studies, Afroamerican and African Studies  
**Study Abroad**, Lorenzo de'Medici: Florence, Italy

Overall GPA: 3.76/4.0

1/11 - 5/11

## **HONORS/AWARDS**

MSW: National Community Scholars Program, 2012-2013

BA: University Honors, 2008-2012

Lloyd Hall Scholars Program, 2008-2009

## **WORK EXPERIENCE**

**Umoja Student Development Corporation**

Chicago, IL

Restorative Justice Specialist

2/14-present

- Manages Sullivan High School's peace room
- Facilitates peace circles and other restorative justice interventions at Sullivan and Mather High School
- Coaches school administrators and staff in restorative practices

**Center for Urban Research and Learning at Loyola University Chicago**

Chicago, IL

MSW Intern

5/13-7/13

- Worked with community-based organizations doing collaborative research in underprivileged areas
- Evaluated program effectiveness at Deborah's Place through focus groups and quantitative data analysis

**Alternatives, Inc.**

Chicago, IL

MSW Intern

5/13-8/13

- Helped train Chicago Public School faculty in restorative justice values and practices
- Worked with the restorative justice program at Senn High School
- Wrote restorative justice research briefs relating to classroom management and elementary education

**Ann and Robert H. Lurie Children's Hospital of Chicago**

Chicago, IL

Research Intern

5/13-8/13

- Created and conducted a research project for Strengthening Chicago's Youth at the Injury Prevention and Research Center which aimed to uncover stakeholders' views regarding an effective infrastructure for restorative justice work at the district level in Chicago Public Schools

**Girls Group**

Ann Arbor, MI

MSW Intern

9/12-4/13

- Led middle and high school educational/theme-based groups
- Evaluated and initiated changes to existing programs
- Mentored and worked individually with at-risk girls
- Designed, developed and implemented physical/sexual health program

# **BRIELLE L. SISKIN**

Contact Information:  
bsiskin11@gmail.com  
(978) 505-8058

Permanent Address:  
1111 North Dearborn St  
Chicago, IL 60610

## **Communities in Schools of Chicago**

*Chicago, IL*

Program Team Intern

*5/12-7/12*

- Observed and evaluated community partner programs at Chicago Public Schools
- Analyzed and wrote report on student knowledge and decision assessment
- Created informational toolkits for school partners and helped organize trainings for agency partners

## **Michigan Prisoner Reentry Initiative of Washtenaw County (MPRI)**

*Ann Arbor, MI*

Social Activity and Volunteer Intern Coordinator

*6/11 – 3/12*

- Developed, coordinated and oversaw social activities and volunteers for ex-convicts
- Initiated relationship between University of Michigan arts program and MPRI

## **Professor Alford Young, Chairman of Sociology Dept., U of Michigan**

*Ann Arbor, MI*

Research Assistant

### World of Work: Perspectives of Camden, New Jersey

*6/11 - 8/11*

- Coded and analyzed data from interviews of low-income African American employment experiences

### The Socialization of Graduate Female and Students of Color into the Academy

*6/11 - 8/11*

- Coded and organized faculty interviews on socialization and mentorship experience with graduate students into Excel spreadsheet and written analysis

### Transitional Jobs Reentry Demonstration

*5/09 - 6/09*

- Assisted with research for the Joyce Foundation's prisoner reentry project
- Analyzed and organized information from interviews into key themes and suggested additional themes

## **The Investigative Project on Terrorism – Paid Summer Intern**

*Washington, D.C.*

- Reviewed multiple forms of media to researched terrorist groups
- Conducted research at the Library of Congress for various projects

*6/10 - 8/10*

## **Boys and Girls Club – Tutor & Summer Counselor**

*Maynard, MA*

- Mentored elementary and middle school students and ran athletic and art programs

*9/06 - 8/09*

## **VOLUNTEER EXPERIENCE**

### **Shelter Association of Washtenaw County – Office Volunteer**

*Ann Arbor, MI*

- Worked at front desk answering phones, client questions, and distributing supplies
- Assisted clients with medical appointments and trouble shooting

*9/09 – 4/12*

### **Kid's Kitchen – Active Member**

*Ann Arbor, MI*

- Participated in biweekly baking events for disenfranchised children

*9/09 -4/12*

### **Washtenaw County Jail – Course Instructor**

*Ann Arbor, MI*

- Facilitated multicultural dialogue course for male inmates
- Originated lesson plans for weekly classes which fostered an open environment to discuss diverse topics

*1/10 - 4/10*

## **CAMPUS ACTIVITIES**

### **Club Field Hockey Team – President for 2011-2012 Season**

*Ann Arbor, MI*

- Initiated and set up a formal infrastructure to manage the team and finances
- Led practices twice a week

*9/08 – 4/12*

### **Chi Omega Sorority – Active Member in Philanthropy**

*Ann Arbor, MI*

*1/09 – 4/12*

## References

1. Rebecca Levin                      Strengthening Chicago's Youth                      312-391-6558  
Strategic Director                      RLevin@luriechildrens.org
2. Christine George                  Center for Urban Research and Learning                  773-508-8532  
Researcher                              at Loyola University Chicago                  Cgeorg@luc.edu
3. Naomi Milstein                      Chicago Freedom School                      773-230-0516  
Executive Director                      (previously at Alternatives, Inc.) naomi.milstein@gmail.com

**CURRICULUM VITAE**

**COLLEEN CICCHETTI**

HOME ADDRESS: 2614 Park Place  
Evanston, Illinois 60201  
(847) 424-0501

BIRTHDATE: April 8, 1964

PLACE OF BIRTH: Colorado Springs, Colorado

SOCIAL SECURITY: 393-86-1020

CITIZENSHIP: USA

WORK ADDRESS: Department of Child and Adolescent Psychiatry  
Box #10  
225 E. Chicago Avenue  
Chicago, Illinois 60611-2605

PHONE: 312-227-6035

FAX: 312-227-9460

EMAIL ccicchetti@luriechildrens.org

**EDUCATION:**

- 1996 **NORTHWESTERN UNIVERSITY MEDICAL SCHOOL**  
Doctor of Philosophy  
Field of Clinical Psychology  
Department of Psychiatry and Behavioral Sciences
- 1989 **HARVARD UNIVERSITY, GRADUATE SCHOOL OF EDUCATION**  
Master of Education  
Human Development: Concentration in Psychosocial Development
- 1986 **DUKE UNIVERSITY**  
Bachelor of Science  
Majors: Psychology and French
- Spring 1985 **UNIVERSITE D'HAUTE BRETAGNE**  
Rennes, France

## **Colleen Cicchetti, Curriculum Vitae**

### **HONORS:**

- |           |  |
|-----------|--|
| 2005      | Recipient of Julia Porter Award for Outstanding Employee, Children's Memorial Hospital |
| 1993      | Nominated for Departmental Honors: Comprehensive Paper, Northwestern University        |
| 1989-1992 | University Scholar Fellowship, Northwestern University                                 |
| 1988-1989 | Graduate Fellowship, Harvard Graduate School of Education                              |

### **FACULTY APPOINTMENT:**

- |              |  |
|--------------|--|
| 2005-present | <b>Assistant Professor, Department of Psychiatry and Behavioral Sciences, Feinberg School of Medicine, Northwestern University</b><br><br>Faculty responsibilities include clinical supervision and teaching for psychiatry and psychology training programs residency, postdoctoral internship, and graduate school programs, and participation in departmental committees. |
| 1996- 2005   | <b>Instructor, Department of Psychiatry and Behavioral Sciences, Northwestern University Medical School</b>  |

### **CLINICAL EXPERIENCE:**

- |            |  |
|------------|--|
| March 2009 | <b>Anne and Robert H. Lurie Children's Hospital (Formerly Children's Memorial Hospital), Chicago, IL</b><br><b>Director, Advocacy and Community Linked Mental Health Services Program</b><br><br>Clinical and administrative director of program designed to develop, implement and evaluate sustainable models for delivery of mental health services through community partnerships with schools, recreational and clinical programs. Program sponsored through the Department of Child and Adolescent Psychiatry and the Injury Prevention and Research Center. |
| 2007-2009  | <b>Children's Memorial Hospital, Chicago, IL</b><br><b>Director, Community Linked Mental Health Services Program</b><br><br>Clinical and administrative director of program designed to develop, implement and evaluate sustainable models for delivery of mental health services through community partnerships with schools, recreational and clinical programs.   |
| 2005-2006  | <b>Children's Memorial Hospital, Chicago, IL</b>   |

## **Colleen Cicchetti, Curriculum Vitae**

### **Director, Summer Success Program,**

Clinical and administrative director of summer enrichment program component of Safe Schools, Successful Students Program. Model program that included a 6 week summer enrichment program with academic, recreational and therapeutic components for 70-90 students at Graeme Stewart Elementary School; and a community-linkage model that included professional development seminars, program implementation and weekly group supervision at the Daniel Cotter Boys & Girls Club in Lathrop Homes.

2005-2007

### **Children's Memorial Hospital, Chicago, IL Director, School Consultation Service**

Clinical leader of service that provides school consultation services to a range of public and private schools in Chicago. Services include professional development seminars for teachers and school staff, parent seminars, consultation and supervision to school-based mental health providers. Schools include Burley Elementary School, Francis Parker School, Lycee Francais of Chicago, Lincoln Park Cooperative Preschool, Lincoln Elementary School, Skinner Elementary School

2003-2009

### **Children's Memorial Hospital, Chicago, IL Director of Trauma Treatment Service**

Protective Services Team and Department of Child and Adolescent Psychiatry awarded a grant from the Department of Justice to provide therapeutic services to victims of crime. Coordinate referrals, diagnostic evaluations and treatment through our department's multidisciplinary team.

2002-2003

### **Children's Memorial Hospital, Chicago, IL Department Liaison to Hospital Protective Services Team**

Provide diagnostic assessment and treatment for children in which there are either allegations or substantiated findings of sexual and/or physical abuse.

2002-2007

### **Children's Memorial Hospital, Chicago, IL Director of Community and Parent Education and Outreach**

Providing educational presentations and seminars for parents and professionals from schools and other community groups regarding preventative interventions (positive parenting strategies and classroom strategies) as well as regarding ways to effectively manage children exhibiting behavioral and emotional difficulties in a range of educational and recreational settings.

1998-2004

### **Children's Memorial Hospital, Chicago, IL Director of Children's Therapeutic Summer Camp Program**



## **Colleen Cicchetti, Curriculum Vitae**

Designed, implemented, administered and supervised a model therapeutic camp program for patients exhibiting severe behavioral and emotional disorders. Camp program included self-contained, inclusion and mainstream options for campers and included collaborations with several community programs including Lincoln Park Zoo, Lookingglass Theatre, and Metropolitan YMCA

2002-2004

**Children's Memorial Hospital, Chicago, IL**  
**Mental Health and Schools Project School Liaison**

As part of a large-scale school intervention project, providing classroom-based intervention to promote social problem-solving and emotional regulation; parent training seminars and consultation to school-based assessment team.

1998-2002

**Children's Memorial Hospital, Chicago, IL**  
**Clinical Director/Team Leader: Partial Hospitalization**  
**Program: Department of Child and Adolescent Psychiatry**

In addition to duties described below, Team Leader position functions as administrative leader for the program managing the program budget, personnel decisions and implementation of hospital policies and procedures.

1996-2002

**Children's Memorial Hospital, Chicago, IL**  
**Clinical Specialist: Partial Hospitalization Program**  
**Department of Child and Adolescent Psychiatry**

Individual, group and family therapy for children ages 5-12 attending an intensive day treatment program for children exhibiting a range of clinical disorders. Clinical leadership role in development and implementation of treatment planning and the therapeutic milieu. Supervision and seminars for staff and trainees from multiple disciplines.

1994-1995

**Duke University Medical Center, Durham, NC**  
**Predoctoral Intern in Child and Pediatric Psychology:**  
**Division of Medical Psychology**

Outpatient individual and group therapy in the Trauma Treatment Service and Conduct Disorder Team; Inpatient individual and group therapy, and psychological testing on an adolescent psychiatric unit; Outpatient therapy, neuropsychological evaluations, and consultation-liaison with the Pediatric Psychology Service; Family therapy, group and individual parent training through the Family Studies Program; Participation in didactic seminars.

## **Colleen Cicchetti, Curriculum Vitae**

- 1991-1993      **Children's Memorial Hospital, Chicago, IL**  
**Practicum Student: Department of Child Psychiatry**
- Outpatient individual and family therapy; Inpatient and outpatient psychological testing; Participation in multi-disciplinary hospital teams for Nutrition Clinic, Renal Team, Protective Services and Special Outpatient Services Team (evaluation and treatment of sexual abuse allegations); participation in didactic seminars.
- 1990-1992      **Northwestern Memorial Hospital, Chicago, IL**  
**Practicum student: Eating Disorders Program**
- Intake evaluations; outpatient individual, family and group psychotherapy; inpatient psychological testing and family therapy; seminars.
- Summer 1991      **Northwestern Memorial Hospital, Chicago, IL**  
**Psychometrician: Adolescent Psychiatric Program**
- Administered educational and cognitive testing batteries to inpatients and outpatients.
- Summer 1989      **Massachusetts General Hospital, Boston, MA**  
**Supervisor: Camp Bunker Hill**
- Coordinated and implemented clinical interventions and recreational/behavioral programming at a therapeutic day camp.
- 1986-1988      **McLean Hospital, Belmont, MA:**  
**Child Mental Health Worker: Hall-Mercer Children's Center**
- Inpatient treatment for children ages 5-15; Milieu management; coordinated client cases within the multidisciplinary model; led therapeutic groups.

## **RESEARCH EXPERIENCE:**

- 2004-2008      **Children's Memorial Hospital, Chicago, IL**  
**Co-Principal Investigator, Safe Schools/Successful Students Project of the Mental Health in Schools Program. Co-PI's Heather Walter, MD., Karen Gouze, Ph.D.**
- Designed and implemented a model program for the delivery of mental health services in 2 underserved Chicago Public Schools. Evaluating effectiveness of universal, targeted and clinical services delivered in both a school-based and community-linkage model.
- 1998-2000      **Children's Memorial Hospital, Chicago, IL**  
**Intervention Psychologist and Clinical Supervisor: Pediatric Partners: Promoting Positive Parenting directed by Dr. John Lavigne:**

## Colleen Cicchetti, Curriculum Vitae

Providing 12 session parent training intervention for preschoolers exhibiting oppositional defiant disorder identified through pediatric practices. Training and supervising graduate students conducting clinical interviews.

1992-1994

**Children's Memorial Hospital, Chicago, IL**  
**Assistant Project Director: The Preschool Project**  
**directed by Dr. John Lavigne:**

Directing the scheduling, training, and delegation of responsibilities for 7 graduate student co-workers.

1989-1994

**Children's Memorial Hospital, Chicago, IL**  
**Clinical Interviewer: The Preschool Project directed by Dr. John Lavigne:**

Conducting cognitive and behavioral assessments for children aged 2 to 8 years old to evaluate diagnostic and referral practices of pediatricians and to increase understanding of early childhood psychopathology.

1986-1989

**McLean Hospital, Belmont, MA:**  
**Research Assistant: Psychosocial Research Program directed by**  
**Dr. John Gunderson:**

Investigated phenomenology, family history, childhood experience and treatment response for Axis II disordered inpatients and outpatients.

1989

**Harvard University, Cambridge MA:**  
**Research Assistant: Children's Interpersonal Negotiation Project**  
**directed by Dr. Robert Sellman:**

Analyzed observed and self-report negotiation strategies of emotionally disturbed children to identify differences and similarities with a comparison group.

## PUBLICATIONS

Zanarini, M.C., Frankenburg, F.R., Pope, H.G., Hudson, J.I., Yurgelin-Todd, D. & Cicchetti, C.J. (1990). Axis II comorbidity of normal-weight bulimia. Comprehensive Psychiatry, 30(1), 20-24.

Lavigne, J.V., Arend, R., Rosenbaum, D., Sinacore, J., Cicchetti, C., Binns, H.J., Christoffel, K.K., Hayford, J.R., & McGuire, P. (1994). Interrater Reliability of the DSM-III-R with Preschool Children. Journal of Abnormal Child Psychology, 22(6), 679-690.

Lavigne, J.V., Cicchetti, C., Gibbons, R.D., Binns, H.J., Larsen, L., & DeVito, C. Oppositional Defiant Disorder with onset in preschool years: longitudinal stability and pathways to other disorders. (2001) Journal of the American Academy of Child and Adolescent Psychiatry, 40(12) 1393-1400.

## **Colleen Cicchetti, Curriculum Vitae**

Lavigne, J. V., LeBailly, S. A., Gouze, K. R., Cicchetti, C., Pochyly, J., Arend, R., Jessup, B. W., & Binns, H. J. (2008). Treating Oppositional Defiant Disorder in Primary Care: A comparison of three models. Journal of Pediatric Psychology, 33 (5), 449-461.

Lavigne, J. V., LeBailly, S. A., Gouze, K. R., Cicchetti, C., Jessup, B. W., Arend, R., Pochyly, J., & Binns, H. J. (2008). Predictor and moderator effects in the treatment of Oppositional Defiant Disorder in pediatric primary care. Journal of Pediatric Psychology, 33 (5), 462-472.

Walters, H.W., Gouze, K.R., Cicchetti, C., Arend, R., (in press). A pilot demonstration of comprehensive mental health services in inner city schools. Journal of School Health.

### **GRANT FUNDING**

Recipient of funding from the Chicago Public Schools to provide consultation to the state of Illinois School Improvement Grants through the Office of School Improvement. Total funding for 2011-2012: \$100,000.

Recipient of funding from the Governor's Neighborhood Recovery Initiative to provide model development, training and technical assistance to the School Based Counseling Component of a 5-pronged model to address impact of violence on Chicago Neighborhoods. Total funding for 2011: \$100,000; 2012: \$156,035 plus 76K for extension through 10/31

Recipient of funding from the Chicago Public Schools to provide consultation to the federally funded Culture of Calm Initiative through the Office of Safety and Security. Total Funding for 2010-2011: \$40,183; 2011-2012: \$47,629

Recipient of funding from the Chicago Public Schools to provide consultation to the Office of School Turnaround: Total Funding for 2009-2010: \$112,800; 2010-2011: \$151,200; 2011-2012: \$56,600 (Program renamed: Office of School Improvement)

Recipient of funding from Chicago Public Schools to provide consultation to the Illinois State Board of Education, Mental Health Grant and the Safe Schools, Health Students Grant through the Office of Specialized Services for 2008-2011: Total Funding for 2008-2009: \$34,900; 2009-2010: \$36,800; 2010-2011: \$21,800; 2011-2012: \$82,223 (Program renamed: Office of Special Education and Support Services)

Recipient of funding from The Bank of America to support Community Linked Mental Health Services Program through the Injury Prevention and Research Center: Total Funding for 2009-2010: \$100,000

Recipient of funding from Chicago Public Schools to provide consultation for the Response to Intervention Behavioral Core Team through the Office of the Chief of Staff for 2008-2009: Total Funding: \$93,600

Recipient of funding from Chicago Public Schools to provide consultation to the Illinois State Board of Education, Mental Health Grant through the Office of Specialized Services for 2007-2008: Total Funding: \$9,900

## **Colleen Cicchetti, Curriculum Vitae**

Recipient of funding from The Chicago Sun Times to support program development in sustainable mental health programs through partnerships among schools, community agencies and hospitals/universities. Total funding for 2006-2007: \$80,000

Co-recipient of funding from The Illinois Children's Healthcare Association to implement Safe Schools, Successful Students Program in Chicago, IL. Total Funding for 2004-2006: \$745,000

Recipient of funding from philanthropic donor to support 2006 Summer Success Program component of Safe Schools, Successful Students Program. Greg Sachs Gift: \$50,000

Recipient of Funding from several philanthropic agencies and private foundations to support continuation of funding for Children's Therapeutic Summer Camp. Total Funding from 2000-2004: \$100,000

Recipient of funding from the The Office of Child Advocacy at Children's Memorial Hospital for Demonstration Projects in Child Advocacy. Project entitled: Children's Memorial Therapeutic Summer Camp. Initial funding, Summer 1998: \$5,000. Continuation Funding 1999: \$10,000; 2000: \$10,000.

Recipient of funding from Women's Board of Children's Memorial Hospital to provide community education and outreach in educational and community programs. 2002: \$30,000

## **PRESENTATIONS**

Applying a Public Health Paradigm to Mental Health Prevention and Intervention in Schools in Chicago to Address Impact of Trauma. Presentation. International Society for Traumatic Stress Studies (ISTSS) 28th Annual Meeting. Los Angeles, CA, November, 2012

Work Force Development for Trauma Services in Illinois. Panel Presentation. CBITS and School Resilience Summit. Los Angeles, CA, September, 2012.

Implementing CBITS in the Context of Federal, State, Local Policies/Opportunities. Panel Presentation. CBITS and School Resilience Summit. Los Angeles, CA, September, 2011.

Trauma in Schools and Communities. Panel Presentation. Illinois School Mental Health Conference, Lisle, IL June 2012

School-Community Mental Health Partnerships: A Key to Neighborhood Revitalization and Student Success. Evanston LAN Meeting. February 2012.

School-Community Mental Health Partnerships: A Key to Neighborhood Revitalization. Key note speaker, SGA Symposium. November, 2011

Educator Engagement Panel Presentation. CBITS and School Resilience Summit. Los Angeles, CA, September, 2011.

## **Colleen Cicchetti, Curriculum Vitae**

Key Note Address: Sticks, Stones and Words Can Hurt You: Bullying Prevention in our Technological Times. Loyola School of Social Work Summer Professional Development Conference. July, 2011

Guidelines for School Community Partnerships, School Mental Health. Strengthening Schools, Supporting Students, Children's Mental Health Partnership Conference. Springfield, Illinois. November, 2010

Sticks, Stones and Words Can Hurt You: Bullying Prevention in our Technological Times. Chicago Public Schools, Social Work Appreciation Luncheon, June, 2010

Cyberbullying: Technological Assault. Panel presentation with Sheila Hickey, LCSW and Kelli Underwood, LCSW, Lillian Wachtel Annual Memorial Lecture, Children's Memorial Hospital, October, 2008

Applying a Public Health Paradigm to Mental Health Prevention and Intervention in Schools: From Policy to Implementation, Illinois Public Health Association, April 2008.

Overcoming Barriers to Mental Health Access in Schools and Communities. Illinois Coalition of Child and Adolescent Psychiatrists Annual Meeting. January, 2008.

The Partners Project: Transitioning from a large-scale research project to a sustainable community-linked service delivery model. Mental Health Roundtable: Applying a Public Health Paradigm to Prevention and Intervention in Schools, October, 2007.

Developing psychological competence in disadvantaged school children. Warren Wright Adolescent Center Lecture, Northwestern University, Feinberg School of Medicine, May, 2007.

The traumatized child. Effects and treatment strategies of trauma and neglect in young children. Warren Wright Adolescent Center Lecture, Northwestern University, Feinberg School of Medicine, March, 2007.

Children's Therapeutic Summer Camp: A community reintegration program for children with behavioral disorders. Workshop presented at the Annual Meeting for the National Recreation and Parks Association, October, 2003.

Group interventions to address social skills and coping skills deficits. Presentation at the 15<sup>th</sup> Annual Conference of the Illinois Branch of the International Dyslexia Association, October, 2001.

Group Therapy. Presentation at the 26<sup>th</sup> Annual Review Course in Child and Adolescent Psychiatry for the American Academy of Child and Adolescent Psychiatry, June, 2001.

Multimodal treatment for prepubertal children in a partial hospitalization program. Workshop presented at the Annual Meeting of the American Academy of Child and Adolescent Psychiatry, October, 1999.

## **TEACHING EXPERIENCE**

## **Colleen Cicchetti, Curriculum Vitae**

- 2007-present      Director, School and Community Consultation Training, Department of Child and Adolescent Psychiatry, Children's Memorial Hospital: Develop school consultation curriculum for department trainees that includes opportunities for observations and professional consultation in demographically diverse school settings.
- 2004-2008      Inpatient Unit, Department of Child and Adolescent Psychiatry, Children's Memorial Hospital: Provide group supervision and didactic seminars for milieu and nursing staff on a bi-weekly basis; and clinical training seminar for program clinicians and trainees weekly.
- 1996-present      Department of Child and Adolescent Psychiatry, Children's Memorial Hospital: Teaching approximately 10-12 seminars per year for departmental trainees. Topics include developmental psychopathology, milieu-based treatment, short-term family therapy, child trauma treatment and group therapy.
- Fall 1991      Division of Clinical Psychology, Northwestern University  
Teaching Assistant: Introductory Statistics

### **PROFESSIONAL LICENSURE**

Clinical Psychologist: State of Illinois #071-005674

### **PROFESSIONAL BOARD MEMBERSHIP**

Children's Memorial Hospital Advocacy Board Member: 2002 to present.

Network of Treatment Providers. Member: 2004-present. Steering Committee: 2007-2010. Collaboration of providers of child trauma services coordinated by the Chicago Children's Advocacy Center to provide communication, collaboration and dissemination of best-practices for clinicians working in the field of child trauma throughout the Chicago metroland.

Illinois Childhood Trauma Coalition. Professional Development Committee. Member 2007-present. Coalition of public and private agencies adopting a public health approach to understanding the impact of childhood trauma and developing, implementing and evaluating clinical and public policy initiatives to meet the needs of Illinois children and families.

Illinois Children's Mental Health Partnership. School-Age Committee. Member 2008-2010. Co-Chair of School-Age Policies and Practices Committee (formally School-Age Committee): October, 2010-present. Consortium of state agencies and multidisciplinary professionals collaborating to address mental health needs in the state of Illinois. Partnership goals include model development, implementation guidelines and evaluation of programs for youths and families served by multiple agencies and systems of care.

Total Child Preschool and Childcare Center, Board Member, 2004-2006. Parent Outreach coordinator role for board for a preschool that provides both part-time and full-time childcare and preschool in Evanston, IL.

## **Colleen Cicchetti, Curriculum Vitae**

Child Trauma Project Advisory Group Member, 2004 to 2005. Collaborative project between the Domestic Violence and Mental Health Policy Initiative and Illinois Department of Humans Services Division of Mental Health.

### **PROFESSIONAL AFFILIATIONS**

American Psychological Association  
Illinois Psychological Association



Colleen Cicchetti, M.Ed., Ph.D.  
*Director of Advocacy and Community-Linked Mental Health Services Program*  
Department of Child and Adolescent Psychiatry  
Ann & Robert H. Lurie Children's Hospital of Chicago  
467 W. Deming Place, 8<sup>th</sup> FL, Chicago, IL 60614  
Email: [ccicchett@luriechildrens.org](mailto:ccicchett@luriechildrens.org)  
Phone: 312. 227.6035

**Professional References**

Mina K. Dulcan, MD  
*Head, Child and Adolescent Psychiatry; Margaret C. Osterman Professor of Child and Adolescent Psychiatry, Northwestern University Feinberg School of Medicine*  
Department of Child and Adolescent Psychiatry  
Ann & Robert H. Lurie Children's Hospital of Chicago  
225 East Chicago Avenue  
Chicago, IL 60611  
Email: [m-dulcan@northwestern.edu](mailto:m-dulcan@northwestern.edu)  
Phone: 773.880.4811

John Lavigne, PhD, ABPP  
*Chief Psychologist and Medical Psychologist; Professor of Psychiatry and Behavioral Sciences, Northwestern University Feinberg School of Medicine*  
Department of Child and Adolescent Psychiatry  
Ann & Robert H. Lurie Children's Hospital of Chicago  
225 East Chicago Avenue  
Chicago, IL 60611  
Email: [jlavigne@luriechildrens.org](mailto:jlavigne@luriechildrens.org)  
Phone: 312.227.3426

Karen Gouze, PhD  
*Director, Training in Psychology; Associate Professor of Psychiatry and Behavioral Sciences, Northwestern University Feinberg School of Medicine*  
Department of Child and Adolescent Psychiatry  
Ann & Robert H. Lurie Children's Hospital of Chicago  
225 East Chicago Avenue  
Chicago, IL 60611  
Email: [kgouze@luriechildrens.org](mailto:kgouze@luriechildrens.org)  
Phone: 773.880.4819

# ELMA DZANIC

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3744 W. George St., Unit C Chicago, IL 60618 Elma.Dzanic@gmail.com 602.405.5588

## **PROFILE**

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Highly experienced, well-rounded leader and practitioner with success in community development, mediation, conflict resolution, and classroom instruction. Dedicated to providing outstanding performance that builds community, fosters open communication and promotes appreciation for diversity. Recognized for building strong community partnerships, developing targeted programming, launching innovative ideas, and facilitating rigorous instruction and complex dialogues while executing a standard of excellence.

Flexible and versatile – able to maintain focus under pressure. Poised and competent with demonstrated ability to easily transcend cultural differences. Thrive in multi-cultural/-ethnic/-religious environments.

## **SUMMARY OF SKILLS**

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|------------------------------|--------------------------|-------------------------|
| ❖ Program Development        | ❖ Project Coordination   | ❖ Collaboration         |
| ❖ Community Building         | ❖ Facilitation/Mediation | ❖ Classroom Instruction |
| ❖ Conflict Resolution        | ❖ Active Listening       | ❖ Team Building         |
| ❖ Small/Large Group Dialogue | ❖ Curriculum Design      | ❖ Cultural Awareness    |

## **PROFESSIONAL EXPERIENCE**

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### **CONFLICT RESOLUTION AND FACILITATION**

- ❖ Demonstrated knowledge of intercultural communication, cultural sensitivity and competency through facilitation of informal and formal group dialogues with diverse population of students and faculty at Arizona State University
- ❖ Co-facilitated and initiated dialogues in university classrooms and community centers, at student retreats and study abroad programs fostering understanding and respect among diverse individuals with polarized beliefs rooted in religion, gender, sexual orientation, ethnicity, identity, nationalism, etc.
- ❖ Trained college student in mediation techniques and supervised 24-hour practicum via Intergroup Relations Center Difficult Dialogues Program. Provided feedback and facilitated debrief.
- ❖ Facilitated daily debriefs and reflections via small group dialogue facilitation with at-risk youth traveling and studying in South Africa
- ❖ Mediated student conflicts and engaged at-risk youth in weekly classroom dialogues resulting in personal and academic growth

### **PROGRAM COORDINATION**

- ❖ Successfully conceptualized, developed, facilitated and evaluated 13 student- and 6 faculty-focused programs on topics of education, human rights, gender identity and media socialization in a higher education setting
- ❖ Assisted in development, instruction, and facilitation of a 60-student undergraduate course titled Community and Social Justice
- ❖ Developed curriculum and planned a 10-day study program in Cape Town, South Africa on peace building and transitional justice for a group of 16 high school substance addicted/recovering males from Tucson, Arizona
- ❖ Built and fostered collaborative partnerships with diverse campus and community entities in promotion of the intergroup relations missions on and off campus. Conducted numerous presentations to variety of constituencies

- ❖ Organized and supported school staff and administration in coordinating strategic Restorative Justice and school culture building initiatives and projects.

### **INSTRUCTION AND DESIGN**

- ❖ Received Veterans of Foreign Wars National Citizenship Education Award for outstanding teaching practices
- ❖ Created and taught thematic units, such as *Evoking Change* and *The Age of Transition*, to encourage class dialogue/participation, enhance critical thinking skills and provide a platform to connect real world events and issues to literature and self
- ❖ Incorporated constructivism philosophy of teaching into the classroom by implementing various student-centered learning methodologies; significantly enhanced the class environment by acting as a facilitator to promote student leadership in initiating and creating positive learning opportunities
- ❖ Oriented groups in pre-departure seminars focusing on cultural awareness, communication strategies, historical background, and program expectations/requirements
- ❖ Created age-appropriate multi-dimensional curriculum, flew to South Africa and set up all the logistical details, and then facilitated the program on-site

### **COMMUNITY DEVELOPMENT**

- ❖ Established and maintained positive relationships with students, parents, and colleagues via home visits, weekly phone calls, and regular one-on-one conferences to develop an environment of open communication and support
- ❖ Planned and facilitated a statewide conference for target area coordinators to dialogue and generate ideas and strategies on developing community/neighborhood partnerships
- ❖ Coordinated a network among law enforcement officials, local government agencies, community organizations and local residents to address problems of crime, blight, and social service needs for all target areas
- ❖ Recruited, trained and mobilized volunteers to carry out GLSEN's grassroots mission in K-12 via school trainings, student programming, and operational management
- ❖ Provide technical assistance to schools around building systems and structures related to student discipline and Restorative Justice

### **EDUCATION**

**Master of Arts in Secondary Education**, May 2012  
Concentration in English Language Arts, GPA 3.5  
Arizona State University, Phoenix, Arizona

**Bachelor of Science in Justice Studies**, May 2007  
Concentration in Human Rights & Peacebuilding, GPA 3.0  
Arizona State University, Tempe, Arizona

### **INTERNATIONAL EXPERIENCE**

Global Youth Connect - Sarajevo, Bosnia & Herzegovina  
**Conflict Resolution and Transformation**

Summer 2011, Summer 2012

University of Cape Town – Cape Town, South Africa  
**Peacebuilding and Human Rights**

Summer 2007, March 2008, March 2009

## TEACHING AND LECTURE EXPERIENCE

❖ Co-Facilitator, Conflict Resolution and Transformation, GYC: Bosnia	Summer 2012
❖ Coordinator/Facilitator, Transitions in Post-Conflict Bosnia, Sabanci University	Summer 2012
❖ Instructor, American Literature and Perspective, Skyline High School	8/2010-5/2012
❖ Instructor, World Literature and Perspective, Skyline High School	8/2010-5/2012
❖ Co-Facilitator, Globalization of Human Rights, Arizona State University	Spring 2009
❖ Co-Facilitator, Religion, Violence and Conflict, Arizona State University	Fall 2008, Spring 2009
❖ Co-Facilitator, Community and Social Justice, Arizona State University	Spring 2008
❖ Facilitator, Transitional Justice and Forgiveness, South Africa Community Fund	3/2008-3/2009

## TRAINING AND CERTIFICATION

Teacher Certification, Secondary Education (40 Hours) Arizona Department of Education	May 2012
Instructional Design and Implementation (10 hours) Mesa Public Schools, Summer Institute	October 2011
Inclusive Practices (15 hours) Mesa Public Schools, Professional Development	Spring 2011
Anti-Bias Diversity Facilitation Training (24 hours) Anti-Defamation League, Train the Trainer Program	Spring 2008
Certified Facilitation Training (24 hours) Arizona State University, Intergroup Relations Center	Spring 2006

## RESEARCH EXPERIENCE

Arizona State University Ira A Fulton Graduate Teacher's College, Supervisor: Dr. Lynn Miller <i>Alternatives to Student Suspension: Eradicating the School-to-Prison Pipeline and Closing the Achievement Gap with Restorative Practices</i>	Phoenix, AZ Spring 2012
Arizona State University Ira A Fulton Graduate Teacher's College, Supervisor: Dr. Melissa DeSimone <i>Master Thesis: Improving Critical Thinking Skills and Fostering Intellectual Integrity, Civility and Sense of Justice through Socratic Seminars</i>	Phoenix, AZ Fall 2011

## EMPLOYMENT HISTORY

Restorative Justice Specialist, Umoja Student Development Corporation, Chicago, IL	08/2012 - present
Program Coordinator, Global Youth Connect, Sarajevo, Bosnia	12/2011-08/2012
Teacher, Teach for America, Skyline High School, Mesa, AZ	08/2010-05/2012
Program Coordinator Sr., Intergroup Relations Center (ASU), Tempe, AZ	10/2007-1/2009
Community Resource/Program Coordinator, U.S. Attorney's Office, Phoenix, AZ	11/2006-10/2007
Volunteer Coordinator/Communications Manager, GLSEN Phoenix, Phoenix, AZ	02/2009-07/2010
Admissions Counselor/Recruiter, South Africa Community Fund, Tempe, AZ	08/2007-05/2009
Program Coordinator/Facilitator, South Africa Community Fund, Tempe, AZ	03/2008-03/2009

## **REFERENCES**

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**Ms. Teri Murphy**

Professor

Concordia University, Portland, Oregon

terilynnemurphy@gmail.com

**Mr. Kenny Riley**

Program Manager

YMCA Chicago

kennyariley@gmail.com

**Ms. Madelaine Adelman**

Professor

Arizona State University, Tempe, Arizona

mad@asu.edu

# JORGE PULE

jorgeantoniopule@gmail.com

2855 S. Millard Avenue Chicago, Illinois 60623

(773) 426-9015

## PROFILE STATEMENT

- Highly motivated, bilingual (fluent in Spanish), bicultural individual focused on education reform. Energetic, dedicated, and experienced in coalition building with diverse communities. Interested in macro system research, analysis and programming, as well as providing direct and impactful services to consumers.

## EDUCATION

### **DePauw University**

Greencastle, Indiana

- Bachelor of Arts in Political Science, 2014.
- Co-Founder of the Elegua Chapter of Lambda Sigma Upsilon Latino Fraternity, Inc. November 2012-Present

### **The Philadelphia Center**

Spring 2013

- Participated in an off-campus semester combining full-time internship, academic seminars, and independent living in an urban environment.

### **Multicultural Arts High School**

Chicago, Illinois

- Graduated as Valedictorian and received high school diploma June 2010

## EXPERIENCE

### **Mikva Challenge Foundation**

#### *Student Leadership Fellow*

Chicago, Illinois

June 2014-Present

- Coordinate programs/Student Voice Committees in Chicago Public Schools that focus on improving issues in climate and culture throughout the year.
- Develop curriculums for the programs/Student Voice Committees that help youth develop skills in leadership, communication and research.

### **Office of the Alderman, Ricardo Munoz 22<sup>nd</sup> Ward**

#### *Aldermanic Intern*

Chicago, Illinois

June 2013-August 2013

- Administered constituent services for residents who had issues in the community.
- Participated in city council meetings with the alderman assessing the policies presented.

### **City Council of Philadelphia**

#### *Legislative and Policy Research Bureau: Fellow*

Philadelphia, Pennsylvania

February 2013-May 2013

- Conducted research and wrote reports on legislative and public policy on federal, state, and local levels.
- Provided constituent services by assisting people who were experiencing crisis, needed access to government services, or were overwhelmed by the complexity or perceived unresponsiveness of government.

### **LISC, Summer AmeriCorps Member**

Chicago, Illinois

June 2012-September 2012

#### *Enlace Chicago, Placement Organization*

- Engaged in community organizing to inform people about the program Basketball on the Block
- Navigated local government to secure permits for events.
- Planned a variety of social events intended to bring unity in the community.
- Collaborated with other organizations in the community to participate in Basketball on the Block

### **City Hall**

Greencastle, Indiana

August 2011- May 2012

#### *Office of the Mayor: Intern*

- Worked on projects that encouraged unity among the town of Greencastle and DePauw University
- Assisted the Mayor with the Stellar Community Grant by reviewing and coordinating agencies working on partial reconstruction of DePauw and Greencastle, and attending those meetings
- Developed the Greencastle's First Annual Cultural Festival to encourage multicultural appreciation

### **White House Initiative on Educational Excellence for Hispanics**

Washington DC

May 2011-July 2011

#### *Intern*

- Collected research and data on Latino education and institutions for briefing materials
- Liaison between the WHI and local and national Latino organizations and federal agencies
- Assisted with all planning needs for upcoming local and out-of-town events and meetings, including collecting/researching background materials, cataloging attendees, and more

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**TALI RAVIV, PhD**


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Ann and Robert H. Lurie Children's Hospital of Chicago  
 Department of Child & Adolescent Psychiatry  
 225 E Chicago, Box 10  
 Chicago, IL 60611

Office Phone: (312) 227-8328  
 traviv@luriechildrens.org

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**EDUCATION**


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**PhD, Child Clinical Psychology** 2007  
*University of Denver; Denver, Colorado*  
 Dissertation Title: *Coping with family economic strain:  
 A prevention program*

**MA, Child Clinical Psychology** 2004  
*University of Denver; Denver, Colorado*  
 Thesis Title: *Coping with economic strain: Validation of a self-report  
 coping questionnaire for elementary school children*

**BA, Psychology (Spanish Minor)** 1999  
*Emory University; Atlanta, Georgia*  
*Study Abroad in Israel and Spain*

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**PROFESSIONAL LICENSURE**


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Clinical Psychologist: State of Illinois #071.007797

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**HONORS, AWARDS, AND GRANTS**


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|--------------|--|
| 2014-2016    | Illinois Children's Healthcare Foundation Grant to fund "Bounce Back" Replication and Dissemination Study (Raviv: PI)<br><i>Illinois Children's Healthcare Foundation</i>                  |
| 2013-2014    | Child Advocacy Grant to fund "Bounce Back" Replication Study-Pilot (Raviv: PI)<br><i>Office of Child Advocacy, Ann and Robert H. Lurie Children's Hospital of Chicago</i>                  |
| 2010-present | Recipient of funding to provide consultation and curriculum development to the Providing Access toward Hope and Healing (PATHH) Collaborative<br><i>Chicago Children's Advocacy Center</i> |
| 2006         | Harry Gollob Award for best first author graduate student publication<br><i>University of Denver</i>   |
| 2006         | Society for Prevention Research Conference Travel Award<br><i>Society for Prevention Research</i>  |
| 2004-2006    | National Research Service Award, # F31 MH073344 (Raviv: PI)<br><i>National Institute of Mental Health</i>  |
| 2004, 2005   | Graduate Affairs Committee Dissertation Research Award<br><i>University of Denver</i>  |
| 2002-2005    | Arts, Humanities, and Social Sciences Student Travel Award<br><i>University of Denver</i>  |

2001-2002 Colorado Graduate Fellowship  
University of Denver

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### FACULTY APPOINTMENT

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**Assistant Professor of Clinical Psychiatry and Behavioral Sciences** 2010-present  
*Northwestern University, Feinberg School of Medicine*  
Faculty responsibilities include clinical supervision and teaching for psychiatry and psychology graduate, residency, and postdoctoral training programs and participation in departmental committees.

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### CLINICAL EXPERIENCE

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**Psychologist** 2009-present  
*Ann and Robert H. Lurie Children's Hospital or Chicago, Department of Child & Adolescent Psychiatry, Community-Linked Mental Health Services Program*  
The Community-Linked Mental Health Services Program (CLMHSP) focuses on developing collaborative relationships with schools and community agencies that work with youth. The project includes providing consultation to the Chicago Public Schools on the development and implementation of a model for addressing mental health concerns from a public health perspective. Responsibilities include staff training, technical assistance, and consultation, curriculum development and implementation, program evaluation, parent education and outreach, and building linkages to community mental health agencies aimed at promoting resilience and social/emotional competence for youth and overcoming barriers to accessing mental health services. Other clinical responsibilities as part of the Department of Child and Adolescent Psychiatry include providing individual and family therapy on an outpatient basis, supervising psychology and psychiatry interns and fellows, and participating in the Trauma Team.

**Clinical Team Leader** 2007-2009  
*Kempe Center for the Prevention and Treatment of Child Abuse and Neglect, University of Colorado Denver*  
Fostering Healthy Futures is a randomized controlled trial of a prevention program for children placed in foster care. Clinical responsibilities included conducting weekly therapeutic skills groups, attending staffing and case conferences for youth in the intervention, writing the program manual detailing all aspects of the clinical program, writing screening assessment reports that summarized youths' cognitive, academic, and mental health functioning, and supervising graduate student co-leaders.

**Psychology Intern** 2006-2007  
*Ann and Robert H. Lurie Children's Hospital (formerly Children's Memorial Hospital), Department of Psychiatry*  
Conducted diagnostic intake evaluations, provided individual, group, and family therapy on an inpatient and outpatient basis, and conducted neuropsychological and developmental evaluations. Also provided consultation services to the Emergency Room and other medical departments within the hospital, and participated in the Trauma Team, a multidisciplinary team designed to provide comprehensive trauma-related services to children referred to the hospital due to physical or sexual abuse or neglect.



**Psychology Extern** 2005-2006  
*Denver Health Medical Center, Department of Outpatient Behavioral Health*  
 Provided outpatient psychological services to children aged 3 and 18 and their families.

**Program Director/Group Leader** 2004-2006  
*University of Denver, Department of Psychology*  
 The Families Coping with Economic Strain (FaCES) Project was a cognitive behavioral coping skills training workshop. The workshop was run on a monthly basis and was aimed at teaching adaptive coping skills to at-risk children and their primary caregivers. Responsibilities included writing the treatment manual, training therapists to lead parent and child skills groups, providing supervision to group leaders, and co-leading child and parent groups.

**Psychology Extern** 2004-2006  
*The Children's Hospital, Department of Psychiatry and Behavioral Sciences*  
 Conducted psychological assessments for children and adolescents on an inpatient and outpatient basis and provided consultation to the attending psychiatrist or psychologist.

**Psychology Extern** 2003-2004  
*University of Denver, Developmental Neuropsychology Clinic*  
 Conducted psychoeducational evaluations for children and adolescents.

**Clinical Trainee** 2002-2006  
*University of Denver, Child Study Center, Department of Psychology*  
 Provided outpatient treatment (individual therapy, couples therapy, family therapy, and parent management training) to children, adolescents, couples, and families with a range of presenting problems. Conducted psychological and psychoeducational evaluations for children and adolescents. Received didactic training in empirically-supported cognitive behavioral treatments for trauma and couples therapy. Also received didactic training in family therapy techniques.

**Pediatric Psychology Clinical Trainee, Behavioral Health Team** 2002, 2003  
*Champ Camp, American Lung Association of Colorado*  
 Designed and conducted psycho-educational groups for children with chronic asthma or other respiratory illnesses participating in Champ Camp. Also provided direct interventions for children with behavioral/emotional problems and consulted to staff regarding issues of behavior management.

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## RESEARCH EXPERIENCE

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**Primary Investigator** 2013-present  
*Ann and Robert H. Lurie Children's Hospital of Chicago*  
 The "Bounce Back" Replication Study is a collaboration between Lurie Children's Hospital, Loyola University Chicago, and Cicero School District #99 to evaluate the effectiveness of a newly developed school-based program targeted towards children in Kindergarten through fifth grade who have been exposed to trauma, including family and community violence, in improving mental health and academic functioning via a randomized-controlled trial. Responsibilities include designing and implementing research protocols, data analysis, preparing grant proposals, co-authoring articles for publication, and presenting at professional conferences.

**Postdoctoral Fellow**

2007-2009

*Kempe Center for the Prevention and Treatment of Child Abuse and Neglect, University of Colorado Denver*

Fostering Healthy Futures is a randomized controlled trial of a preventive intervention for children placed in foster care due to abuse or neglect. Responsibilities included implementing research protocols, data analysis, preparing grant proposals, co-authoring articles for publication, and presenting at professional conferences. Supervised by Heather Taussig, Ph.D.

**Co-Investigator**

2006-2009

*Ann and Robert H. Lurie Children's Hospital of Chicago (formerly Children's Memorial Hospital), Department of Psychiatry*

The Healthy Coping Program was a randomized controlled trial of a school-based universal preventive intervention designed to enhance coping skills and prevent the occurrence of recurrent abdominal pain. Responsibilities included working within a multi-disciplinary team to co-design the preventive intervention, consulting on issues related to study design and data collection, training therapists to lead child skills groups, providing supervision to group leaders, and analyzing data for publication.

**National Institute of Mental Health Predoctoral Fellow**

2004-2006

*University of Denver, Department of Psychology*

Awarded a National Research Service Award (NRSA), a predoctoral training grant that provides research and training support for doctoral candidates. The NRSA grant supported a dissertation research project under the sponsorship of Martha Wadsworth, Ph.D. The study evaluated a preventive intervention for low-income children and families, aimed at the prevention of symptoms of internalizing and externalizing disorders via the enhancement of coping skills. As the principal investigator on this project, responsibilities included designing and implementing all aspects of the study, conducting cognitive-behavioral group intervention sessions, supervising graduate and undergraduate research assistants, analyzing the data, presenting the data at professional conferences, and authoring articles for publication.

**Graduate Research Assistant**

2001-2006

*University of Denver, Department of Psychology*

The Colorado Project on Economic Strain (CoPES) was a longitudinal study examining stress and coping among families experiencing economic strain. As Project Manager, responsibilities included developing and implementing research protocols, developing a semi-structured interview and questionnaire assessing coping in school-age children, administering DSM-IV diagnostic interviews, supervising undergraduate research assistants, data analysis, assisting with grant writing, co-authoring articles for publication, and presenting at professional conferences. Supervised by Martha Wadsworth, Ph.D.

**Graduate Research Assistant**

2001-2006

*University of Denver, Department of Psychology*

The Coping with Terrorism project examined the effects of the September 11<sup>th</sup> terrorist attacks on undergraduates and middle-school children. Responsibilities included devising research protocols, supervising undergraduate research assistants, conducting data analyses, and reporting the results in publications and presentations. Supervised by Martha Wadsworth, Ph.D., Jarl Ahlqvist, Ph.D., and Daniel McIntosh, Ph.D.

**Graduate Research Assistant**

2004

*University of Denver, Department of Psychology*

The Adolescent Mood Project was a school-based trial of an empirically-supported Cognitive Behavioral treatment for adolescent depression. Responsibilities included coding client participation in therapy and client-therapist alliance. Supervised by Stephen Shirk, Ph.D.

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**TEACHING EXPERIENCE**


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**Assistant Professor of Clinical Psychiatry and Behavioral Sciences**

2010-present

*Northwestern University, Feinberg School of Medicine*

Responsibilities include teaching and supervising trainees in the Department of Child and Adolescent Psychiatry at Ann and Robert H. Lurie Children's Hospital of Chicago.

**Instructor**

2007-2009

*Kempe Center for the Prevention and Treatment of Child Abuse and Neglect, University of Colorado Denver*

Taught a portion of the didactic training program for graduate students who were serving as interns on the Fostering Healthy Futures randomized controlled trial for children placed in foster care. Topics included an introduction to psychological and cognitive assessment, suicide assessment, principles of behavior change, and the effects of poverty on children and families.

**Instructor**

2005

*University of Denver, The Women's College*

Taught an undergraduate Introduction to Psychology course to non-traditional students attending The Women's College at the University of Denver.

**Clinical Placement Co-Supervisor**

2003-2004

*University of Denver, Field Experiences in Clinical Psychology Course*

Provided student supervision and support for undergraduate psychology majors participating in clinical field placements.

**Teaching Assistant**

2001-2002

*University of Denver, Department of Psychology*

Served as a teaching assistant for three undergraduate courses (Child Development, Mind and Behavior, and Field Experiences in Clinical Psychology).

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**PROFESSIONAL AND SERVICE ACTIVITIES**


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**Certified National Trainer**

2010-present

*Cognitive Behavioral Intervention for Trauma in Schools***Steering Committee Member**

2010-present

*Providing Access toward Hope and Healing (PATHH) Collaborative***Ad Hoc Reviewer**

2009-present

*Prevention Science, Social Science Research***Reviewer for 2009 APA Convention**

2008

*American Psychological Association, Division 53***CUDCP Student Liaison**

2003-2006

*Council for University Directors of Clinical Psychology*

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**PROFESSIONAL PUBLICATIONS**


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- Taussig, H.N. & **Raviv, T.** (2014). Foster care and child well-being: A promise whose time has come. In J. Korbin and R. Krugman (Eds.), *Handbook of Child Maltreatment: Vol. 2* (pp.393-410). New York: Springer.
- Raviv, T.**, Taussig, H.N., Culhane, S.E., & Garrido, E.F. (2014). *Spheres of influence: The impact of individual and relationship characteristics on resilience among maltreated children in out-of-home care*. Manuscript submitted for publication.
- Santiago, C.D., Etter, E.M., Wadsworth, M.E., & **Raviv, T.** (2012). Predictors of responses to stress among families coping with poverty-related stress. *Anxiety, Stress, & Coping*, 25, 239-258.
- Garrido, E.F., Taussig, H.N., Culhane, S.E., & **Raviv, T.** (2011). Attention problems mediate the association between physical abuse and aggressive behavior in a sample of maltreated preadolescents. *Journal of Early Adolescence*, 31, 713-734.
- Wadsworth, M.E., **Raviv, T.**, Santiago, C.D., & Etter, E.M. (2011). Testing the adaptation to poverty-related stress model: Predicting psychopathology symptoms in families facing economic hardship. *Journal of Clinical Child and Adolescent Psychology*, 40, 646-657.
- Cicchetti, C. & **Raviv, T.** (2010). CME: Impact of traumatic exposure and community violence: Incorporating a trauma lens into pediatric practice. *The Child's Doctor: Journal of Children's Memorial Hospital*, 27, 18-23.
- Garrido, E.F., Taussig, H. N., Culhane, S. E., & **Raviv, T.** (2010). Does community violence exposure predict trauma symptoms in a sample of maltreated youth in foster care? *Violence and Victims*, 25, 755-769.
- Raviv, T.**, Taussig, H.N., Culhane, S.E., & Garrido, E.F. (2010). Cumulative risk exposure and mental health symptoms among maltreated youths placed in out-of-home care. *Child Abuse & Neglect*, 34, 742-751. Doi: 10.1016/j.chiabu.2010.02.011
- Raviv, T.** & Wadsworth, M.E. (2010). The efficacy of a pilot prevention program for children and caregivers coping with economic strain. *Cognitive Therapy and Research*, 34, 216-228.
- Taussig, H.N., Culhane, S.E., **Raviv, T.**, Fitzpatrick, L.E.S., & Hodas, R.W. (2010, Fall). Mentoring children in foster care: Impact on graduate student mentors. *Educational Horizons*, 89, 17-32.
- Wadsworth, M.E., **Raviv, T.**, Reinhard, C.M., Wolff, B., Santiago, C., & Einhorn, L. (2008). An indirect effects model of the association between poverty and child functioning: The role of children's poverty-related stress. *Journal of Loss and Trauma. Special issue: Poverty and Mental Health*, 13, 156-185.
- Rhoades, G. K., McIntosh, D. N., Wadsworth, M. E., Ahlkvist, J. A., Burwell, R. A., Gudmundsen, G. R., **Raviv, T.**, & Rea, J. G. (2007). Forgiving the September 11th terrorists: Associations with coping, distress, and religion. *Anxiety, Stress, and Coping*, 20, 109-128.

McIntosh, D. N., Kline, G. H., Wadsworth, M. E., Ahlqvist, J. A., Burwell, R. A., Gudmundsen, G. R., **Raviv, T.**, & Rea, J. G. (2006). Forgiving the perpetrators of the September 11th attacks: Associations with coping, distress, and religiousness. In *Forgiveness: A sampling of research results* (pp. 16-17), compiled by the APA on the occasion of the 59<sup>th</sup> annual DPI/NGO Conference. Washington DC: American Psychological Association.

**Raviv, T.**, Kessenich, M., & Morrison, F.J. (2005). A mediational model of the association between socioeconomic status and three-year-old language abilities: The role of parenting factors. *Early Childhood Research Quarterly*, 19, 528-547.

Wadsworth, M.E., **Raviv, T.**, Compas, B.E., & Connor-Smith, J.K. (2005). Parent and adolescent responses to poverty-related stress: Tests of mediated and moderated coping models. *Journal of Child and Family Studies*, 14, 285-300.

Wadsworth, M.E., Gudmundsen, G.R., **Raviv, T.**, Ahlqvist, J.A., McIntosh, D.N., Kline, G.H., Rea, J., & Burwell, R.A. (2004). Coping with terrorism: Age and gender differences in effortful and involuntary responses to September 11<sup>th</sup>. *Applied Developmental Science*, 8(3), 143-157.

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#### PROFESSIONAL PRESENTATIONS

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**Raviv, T.** (2012, June). "What did you learn in school today?" Partnering with schools to provide access to trauma-based treatment. In K. Underwood (Chair), *Collaborative models in Illinois for school-aged children: Engaging families in trauma treatment*. Workshop conducted at the Symposium on Child Trauma in the Public Sector, Chicago, Illinois.

Garrido, E.F., Taussig, H. N., Culhane, S. E., & **Raviv, T.** (2010, February). *Attention Problems Mediate the Physical Abuse and Aggression Association for Maltreated Youth*. Poster presented at the National Summit on Interpersonal Violence, Dallas, Texas.

Garrido, E.F., Taussig, H. N., Culhane, S. E., & **Raviv, T.** (2010, June). *Disentangling the effects of community and family violence exposure on trauma symptoms in a sample of maltreated youth*. Poster accepted for presentation at the biennial meeting of the Society for Research on Adolescence, Denver, Colorado.

**Raviv, T.**, Taussig, H.N., Culhane, S.E., & Garrido, E.F. (2009, April). *Cumulative risk exposure and mental health among maltreated youth placed in out-of-home care*. Poster presented at the biennial meeting of the Society for Research in Child Development, Denver, Colorado.

**Raviv, T.** (2008, December). *Cumulative risk exposure and mental health among maltreated youth placed in out-of-home care*. Paper presented at the bimonthly meeting of the Developmental Psychobiology Research Group, Denver, Colorado.

McIntosh, D.N., Kline, G.H., Wadsworth, M. E. Ahlqvist, J. A., Burwell, R.A., Gudmundsen, G. R., **Raviv, T.**, & Rea, J. G. (2006, August). *Forgiving the September 11th Terrorists: Associations with Coping and Distress*. Paper presented at the meeting of the American Psychological Association, New Orleans, Louisiana.

**Raviv, T.** & Wadsworth, M.E. (2006, May). *An evaluation of the FaCES prevention program for children in poverty*. Poster presented at the annual meeting of the Society for Prevention Research, San Antonio, Texas.

- Wadsworth, M.E. & Raviv, T. (2005, May). *The Colorado Project on Economic Strain: Research and intervention with Colorado's low-income families*. Workshop presented at the Colorado Department of Human Services Integrated Conference, Vail, Colorado.
- Raviv, T. & Wadsworth, M.E. (2004, November). *Children's coping with economic strain: Associations with symptoms*. Poster presented at the annual meeting of the Association for the Advancement of Behavior Therapy, New Orleans, Louisiana.
- Raviv, T., Wadsworth, M.E., & Reinhard, C. (2004, March). *Coping with Economic Strain in African American, European American, and Hispanic Adolescents*. Paper presented at the biennial meeting of the Society for Research on Adolescence, Baltimore, Maryland.
- Raviv, T. & Wadsworth, M.E. (2003, August). *Parent and adolescent responses to economic and life stress*. Poster presented at the annual meeting of the American Psychological Association, Toronto, Canada.
- Kline, G., Raviv, T., & Wadsworth, M.E. (2003, April). *Categorizing middleschoolers' perspectives on positive outcomes of September 11<sup>th</sup>*. Poster presented at the biennial meeting of the Society for Research in Child Development, Tampa, Florida.
- Raviv, T., Gudmundsen, G., McIntosh, D., & Wadsworth, M.E. (2003, April). *Coping with terrorism: A developmental comparison of parents, young adolescents, and young adults*. Paper presented at the biennial meeting of the Society for Research in Child Development, Tampa, Florida.
- Wadsworth, M.E., Ahlqvist, J.A., Burwell, R., Gudmundsen, G., Kline, G., Raviv, T., & Rea, J. (2002, September). *Coping with mass mediated terrorism: A study of young adolescents' responses to September 11<sup>th</sup>*. Paper presented at the European Association for Research on Adolescents, Oxford, England.
- Raviv, T., Kessenich, M., & Morrison, F.J. (2001, June). *A mediational model of the association between socioeconomic status and preschool language abilities: The role of parent and child factors*. Poster presented at the annual meeting of the Society for the Scientific Study of Reading, Boulder, Colorado.
- Raviv, T. (2001, April). *Explaining the influence of socioeconomic status on preschool language abilities: Mediating roles of parent and child factors*. Poster presented at the biennial meeting of the Society for Research in Child Development, Minneapolis, Minnesota.
- Raviv, T., Kessenich, M., & Morrison, F.J. (2000, May). *Stable individual differences in the cognitive and language development of two- and three-year old children in a national sample*. Poster presented at the annual meeting of the Midwestern Psychological Association, Chicago, Illinois.
- Kessenich, M., Raviv, T., & Morrison, F.J. (2000, April). *Variability and stability in the cognitive and language skills of two- and three-year old children in a national sample from the NICHD Study of Early Child Care*. Poster presented at the biennial meeting of the Conference on Human Development, Memphis, Tennessee.

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**PROFESSIONAL AFFILIATIONS**

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American Psychological Association  
Association for Behavioral and Cognitive Therapies  
Society for Prevention Research

**Section N: Subcontracting and Teaming (2 pages max)**

The core of the Resilience & Voice (R&V): Building Strength in Urban Schools and Communities program is the collaboration of Umoja, CLMHSP, and Mikva. In addition to the qualifications of Umoja, mentioned previously, the additional R&V team members of CLMHSP and Mikva bring a level of expertise that are uniquely qualified to address the issue of violence in local schools.

Lurie Children's Memorial Hospital and the Community-Linked Mental Health Services Program (CLMHSP) also have a successful history of collaboration with schools across the city of Chicago and the state of Illinois. Currently project personnel are consulting to Chicago Public Schools to develop and implement a model for addressing behavioral health concerns from a public health perspective. This work focuses on staff training/consultation, curriculum development and implementation, parent education and outreach, and building linkages to community mental health agencies aimed at promoting resilience and social/emotional competence for youth and overcoming barriers to accessing mental health services. A core component of this work has been helping CPS to develop teams of school-based professionals who collaboratively address students' social, emotional and behavioral issues that impact school functioning through the CARE Team (Behavioral Health Team) model. In addition, CLMHSP also provided consultation and professional development for the School Based Counseling Component of the Governor's Neighborhood Recovery Initiative. A project aimed at addressing the impact of violence and trauma in communities with a multi-dimensional collaborative approach. CLMHSP's work has continued to receive increased demand and show significant success. Across their multiple school partners, students who have participated in one or more of the CARE Team interventions have shown a significant decrease in social emotional difficulties



(e.g., conduct, peer, and emotional problems), behavioral infractions, self-reported anger and trauma symptomatology.

Mikva Challenge has been facilitating Peace & Leadership Councils (PLC) for seven years and supporting teachers through the Issues to Action (ITA) program for 12 years. During that time, they have seen incredible growth in students' communication, collaboration, and critical thinking skills and sense of civic commitment. For example, at the end of the last school year 80% of PLC students reported they now work well with others and maintain a positive attitude even when they disagree. Additionally, 79% of students can now break down a problem facing their community and identify its causes, and 82% of students possess active listening skills. When Mikva surveyed ITA students about their civic skills and attitudes at the beginning and end of the last school year, they found that only 38% of students believed they could make a difference before participating in the program. However, after ITA, 76% of students believe they can. To put that in perspective – in the most recent Civic & Political Health of the Nation Survey, only 55% of youth nationwide believe they can make a difference.

Moreover, the projects students complete through the PLC and ITA programs have positive impacts on schools and surrounding communities. For example, this past year, Mikva students at Gage Park High School chose to address the issue of gun violence in their neighborhood by organizing a Chicagoland gun buy-back program. At Fenger High School, students chose to work on improving relations between Fenger students and the larger Roseland community. They organized a Silent Peace Walk - which was featured on CNN's "Chicagoland" miniseries - with over 100 students who marched throughout the Roseland community holding signs with slogans like, "I am Fenger" and "Welcome to the age of possibilities."

EXHIBIT 2

Schedule of Compensation

## Appendix II Pricing Proposal Form

If your company has specific, unique and/or innovative ideas to implement this system that are outside of the parameters defined on the pricing proposal, please provide your firm's recommendations on a separate sheet.

[illegible]

# Appendix 1-Pricing Proposal Form

						Org #			Org #1	Org #2	Org #3	TOTAL
						1	2	3				
Sub-total Contract/Consultant									\$38,640	\$0	\$0	\$38,640
TOTAL PERSONNEL									\$100,890	\$0	\$0	\$100,890
EQUIPMENT												
Item	Price	Unit	# units			1	2	3				
									\$0	\$0	\$0	\$0
									\$0	\$0	\$0	\$0
									\$0	\$0	\$0	\$0
									\$0	\$0	\$0	\$0
									\$0	\$0	\$0	\$0
									\$0	\$0	\$0	\$0
									\$0	\$0	\$0	\$0
									\$0	\$0	\$0	\$0
									\$0	\$0	\$0	\$0
									\$0	\$0	\$0	\$0
TOTAL EQUIPMENT									\$0	\$0	\$0	\$0
MATERIALS & SUPPLIES												
Item	Price	Unit	# units			1	2	3				
									\$0	\$0	\$0	\$0
									\$0	\$0	\$0	\$0
									\$0	\$0	\$0	\$0
									\$0	\$0	\$0	\$0
									\$0	\$0	\$0	\$0
									\$0	\$0	\$0	\$0
									\$0	\$0	\$0	\$0
									\$0	\$0	\$0	\$0
TOTAL MATERIALS & SUPPLIES									\$0	\$0	\$0	\$0
PRINTING												
Item	Price	Unit	# units			1	2	3				
									\$0	\$0	\$0	\$0
									\$0	\$0	\$0	\$0
									\$0	\$0	\$0	\$0

## Appendix 1-Pricing Proposal Form

[illegible]

## Appendix II - Budget Justification Form (Budget Narrative)

### Personnel

Narrative Justification: Enter a description of the personnel and fringe benefit funds requested and how their use will support the purpose and goals of your proposal. If your proposal includes partner organizations, please briefly explain each organizations role, amount of grant funding to be dispersed to each organization and how each organization will be held accountable to the terms of the grant as outlined by the proposal.

In order to provide the necessary services, expert staff from each organization is a critical element to the success of the project. Each organization is providing key staff who will be working on-the-ground at the schools: Umoja will have a full-time Restorative Justice specialist working at both schools (Brielle Siskin). Mikva will also have a full-time Peace & Leadership Council Program Coordinator (Jorge Pule) working at both schools. Please note additional expenses for staff time from each organization (for Project Directors, as detailed in the key personnel section) will be funded by other sources. Each organization is seeking additional funds to cover costs of this staff time or will donate as in-kind support if needed to enable successful implementation of the project.

### Contract/Consultant

Narrative Justification: Enter a description of the contract services and/or consultants funds requested and how their use will support the purpose and goals of your proposal. Please briefly include the qualifications of each contractor service provider and/or consultant.

CLMHSP will have a part-time consultant spending 1/day per week at Hope and 1 day/month at Sullivan.

### Equipment

Narrative Justification: Enter a description of the equipment and how its purchase will support the purpose and goals of this proposal.

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### Materials and Supplies

Narrative Justification: Enter a description of the Materials and Supplies requested and how their purchase will support the purpose and goals of this proposal.

Expenses for materials and supplies will be provided by each collaborating organization and the partner schools.

### Printing

Narrative Justification: Enter a description of Printing requested and how their purchase will support the purpose and goals of this proposal.

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**Other Direct Costs**

Narrative Justification: Enter a description of each item and how their use will support the purpose and goals of this proposal.

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**Indirect Costs**

Narrative Justification: Enter a description of each item and how their purchase will support the purpose and goals of this proposal.

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**Sustainability**

Narrative Justification: Enter a description of how the applicant organization has entertained the question of sustainability beyond the V funds (if awarded). Please describe how you intend to continue the program operations after the grant ends.

All three organizations have a strong track record of sustainability, programmatically and organizationally. We plan to sustain the project with funding from other foundations and individual donors, as well as partial funding from the schools. The long-term goal of the project is also to build the school's capacity to manage this work without our ongoing involvement. However, our collaborative knows that school transformations do not happen overnight. We are planning for an additional 1-2 years of the project at these schools, and the focus will shift even more to building the school's capacity to address trauma and prevent violence among students and in the community.

Contract No. 1553-14558C

**EXHIBIT 3**

**Evidence of Insurance**





# CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)  
1/5/2016

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

**IMPORTANT:** If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

<b>PRODUCER</b> Myers-Briggs & Co, Inc. 300 S. Wacker Drive Suite 1000 Chicago IL 60606		<b>CONTACT NAME:</b> Jaime Gorecki <b>PHONE (A/C No. Ext):</b> (312) 425-2323 <b>E-MAIL ADDRESS:</b> jgorecki@myersbriggs.com <b>FAX (A/C No.):</b> (312) 256-8423	
		<b>INSURER(S) AFFORDING COVERAGE</b>	
		<b>INSURER A:</b> Great American Insurance Co.	
		<b>INSURER B:</b> Hartford Accident & Indemnity	
		<b>INSURER C:</b> Philadelphia Insurance Company	
		<b>INSURER D:</b>	
		<b>INSURER E:</b>	
		<b>INSURER F:</b>	

**COVERAGES**

CERTIFICATE NUMBER: CL1362617636

REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL SUBR INSR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<b>GENERAL LIABILITY</b> <input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> Professional Liability <input checked="" type="checkbox"/> Sexual Abuse/Molestation GEN'L AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC		PAC2639734	6/23/2015	6/23/2016	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 100,000 MED EXP (Any one person) \$ 5,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 1,000,000 PRODUCTS - COMP/OP AGG \$ 1,000,000
	<b>AUTOMOBILE LIABILITY</b> <input type="checkbox"/> ANY AUTO <input type="checkbox"/> ALL OWNED AUTOS <input checked="" type="checkbox"/> HIRED AUTOS <input type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> NON-OWNED AUTOS		PAC2639734	6/23/2015	6/23/2016	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$
	<b>A</b> <input checked="" type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR <input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED <input type="checkbox"/> RETENTION \$		UMB0483481	06/23/2015	06/23/2016	EACH OCCURRENCE \$ 2,000,000 AGGREGATE \$ 2,000,000
	<b>B</b> <b>WORKERS COMPENSATION AND EMPLOYERS' LIABILITY</b> ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below Y/N <input checked="" type="checkbox"/> N/A		83WECZL3506	10/22/2015	10/22/2016	<input checked="" type="checkbox"/> WC STATUTORY LIMITS <input type="checkbox"/> OTH-ER E.L. EACH ACCIDENT \$ 500,000 E.L. DISEASE - EA EMPLOYEE \$ 500,000 E.L. DISEASE - POLICY LIMIT \$ 500,000
<b>A</b> <b>Business Pers. Property</b> <b>C</b> <b>Directors &amp; Officers</b>		PAC2639734 PHSD669101	6/23/2015 11/21/2015	6/23/2016 11/21/2016	Limit: \$215,000 Limit: \$1,000,000	

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (Attach ACORD 101, Additional Remarks Schedule, if more space is required)

Re: Cook County Contract number 1553-14558C - 2/1/2016 - 3/1/2017

Cook County, its officials, employees and agents are included as additional insured as there interest may apply.

**CERTIFICATE HOLDER****CANCELLATION**

Cook County, its officials, employees and Kevin B. Casey, CPPB  
118 North Clark Street, Room 1  
Chicago, IL 60602

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

William Kamm/DBRINS

*William G. Kamm*

EXHIBIT 4

Identification of Subcontractor/Supplier/Subconsultant Form

**Cook County**  
**Office of the Chief Procurement Officer**  
**Identification of Subcontractor/Supplier/Subconsultant Form**

**OCPO ONLY:**  
☐ Disqualification  
☐ Check Complete

The Bidder/Proposer/Respondent ("the Contractor") will fully complete and execute and submit an Identification of Subcontractor/Supplier/Subconsultant Form ("ISF") with each Bid, Request for Proposal, and Request for Qualification. **The Contractor must complete the ISF for each Subcontractor, Supplier or Subconsultant which shall be used on the Contract.** In the event that there are any changes in the utilization of Subcontractors, Suppliers or Subconsultants, the Contractor must file an updated ISF.

Bid/RFP/RFQ No.: 1553-14558	Date: 1/6/16
Total Bid or Proposal Amount: \$100,000	Contract Title: Violence Prevention, Intervention + Reduction Demo Grant
Contractor: Umoja Student Development Corporation	Subcontractor/Supplier/ Subconsultant to be added or substitute: Ann + Robert H. Lurie Children's Hospital of Chicago
Authorized Contact for Contractor: Ted Christians	Authorized Contact for Subcontractor/Supplier/ Subconsultant: Jon Teuber
Email Address (Contractor): tchristians@umojacorp.com	Email Address (Subcontractor): jteuber@luriechildrens.org
Company Address (Contractor): 954 W. Washington, St 225	Company Address (Subcontractor): 225 E. Chicago, Box 205
City, State and Zip (Contractor): Chicago IL 60607	City, State and Zip (Subcontractor): Chicago IL 60611
Telephone and Fax (Contractor): 773-312-3898	Telephone and Fax (Subcontractor): t: 773/755-6311 f: 773/755-6533
Estimated Start and Completion Dates (Contractor): Feb 2016 - Feb 2017	Estimated Start and Completion Dates (Subcontractor): Feb 2016 - Feb 2017

**Note:** Upon request, a copy of all written subcontractor agreements must be provided to the OCPO.

Description of Services or Supplies	Total Price of Subcontract for Services or Supplies
School staff training/consultation, linkages to mental health services.	\$38,640.00

The subcontract documents will incorporate all requirements of the Contract awarded to the Contractor as applicable. The subcontract will in no way hinder the Subcontractor/Supplier/Subconsultant from maintaining its progress on any other contract on which it is either a Subcontractor/Supplier/Subconsultant or principal contractor. This disclosure is made with the understanding that the Contractor is not under any circumstances relieved of its abilities and obligations, and is responsible for the organization, performance, and quality of work. **This form does not approve any proposed changes, revisions or modifications to the contract approved MBE/WBE Utilization Plan.** Any changes to the contract's approved MBE/WBE/Utilization Plan must be submitted to the Office of the Contract Compliance.

Contractor Umoja Student Development Corporation  
 Name Ted Christians, CEO  
 Title [Signature]  
 Prime Contractor Signature [Signature] Date 1/6/16

Contract No. 1553-14558C

**Cook County  
Office of the Chief Procurement Officer  
Identification of Subcontractor/Supplier/Subconsultant Form**

**OCPO ONLY:**

- ☐ Disqualification  
☐ Check Complete

The Bidder/Proposer/Respondent ("the Contractor") will fully complete and execute and submit an Identification of Subcontractor/Supplier/Subconsultant Form ("ISF") with each Bid, Request for Proposal, and Request for Qualification. **The Contractor must complete the ISF for each Subcontractor, Supplier or Subconsultant which shall be used on the Contract.** In the event that there are any changes in the utilization of Subcontractors, Suppliers or Subconsultants, the Contractor must file an updated ISF.

Bid/RFP/RFQ No.: 1553-14558	Date: 1/6/16
Total Bid or Proposal Amount: \$100,000	Contract Title: Violence Prevention, Intervention & Reduction Demonstration Grant
Contractor: Umoja Student Development Corporation	Subcontractor/Supplier/ Subconsultant to be added or substitute: Mikva Challenge
Authorized Contact for Contractor: Ted Christians	Authorized Contact for Subcontractor/Supplier/ Subconsultant: Tessa Zevallos
Email Address (Contractor): tchristians@umojacorp.com	Email Address (Subcontractor): tessa@mikvachallenge.org
Company Address (Contractor): 954 W. Washington, Suite 225	Company Address (Subcontractor): 332 S Michigan Ave Suite 400
City, State and Zip (Contractor): Chicago IL 60607	City, State and Zip (Subcontractor): Chicago IL 60607
Telephone and Fax (Contractor): 773-312-3898	Telephone and Fax (Subcontractor): 312-863-6340
Estimated Start and Completion Dates (Contractor): FEB 2016 - FEB 2017	Estimated Start and Completion Dates (Subcontractor): FEB 2016 - FEB 2017

**Note:** Upon request, a copy of all written subcontractor agreements must be provided to the OCPO.

Description of Services or Supplies	Total Price of Subcontract for Services or Supplies
Facilitating Peace Leadership Councils	\$22,500

The subcontract documents will incorporate all requirements of the Contract awarded to the Contractor as applicable. The subcontract will in no way hinder the Subcontractor/Supplier/Subconsultant from maintaining its progress on any other contract on which it is either a Subcontractor/Supplier/Subconsultant or principal contractor. This disclosure is made with the understanding that the Contractor is not under any circumstances relieved of its abilities and obligations, and is responsible for the organization, performance, and quality of work. **This form does not approve any proposed changes, revisions or modifications to the contract approved MBE/WBE Utilization Plan. Any changes to the contract's approved MBE/WBE/Utilization Plan must be submitted to the Office of the Contract Compliance.**

Contractor Mikva Challenge Grant Foundation  
 Name Catalina Salley, Director of Operation  
 Title [Signature]  
 Prime Contractor Signature [Signature] Date 1/6/16

Ted Christians, CEO of Umoja Student Development Corporation  
[Signature]

EXHIBIT 5

MBE/WBE Utilization Plan

**CONTRACT NO. 1553-14558C**  
**Vendor: UMOJA Student Development**

Per the attached correspondence, the Office of Contract Compliance assigned a 0% MBE/WBE subcontracting goal to the above-mentioned contract as stated in Section GC-19, Minority and Women Business Enterprises, Cook County Ordinance Chapter 34, Division 8, Section 34-260 to Section 34-300, herein.

**From:** Aleatha Easley (Contract Compliance)  
**To:** Kevin Casey (Procurement)  
**Subject:** RE: M/WBE goals for Violence Prevention Grants  
**Date:** Monday, March 30, 2015 10:13:02 AM

---

Hello Kevin,

After reviewing the provided contract scope, and review of the previous contract's historical data, the Office of Contract Compliance recommends the MBE/WBE goals for RFP Contract No. 1553-14558 for Violence Prevention, Intervention and Reduction Demonstration Grants in the amount of \$100,000 be set at 0% MBE/WBE participation.



Cook County Office of Contract Compliance  
Aleatha Easley | Compliance Officer | 312-603-5504

---

**From:** Kevin Casey (Procurement)  
**Sent:** Thursday, March 19, 2015 3:09 PM  
**To:** Aleatha Easley (Contract Compliance)  
**Subject:** M/WBE goals for Violence Prevention Grants

Hi Aleatha,

I have the three final Violence Prevention Grants ready to go.

Can you give the M/WBE goals for them?

Thanks!

Sincerely,

**Kevin B. Casey, CPPB**

Office of the Chief Procurement Officer

118 North Clark Street, Room 1018

Chicago, Illinois 60602

312 603-6830 ph.

312 603-3179 fax

EXHIBIT 6

Economic Disclosure Statement Forms



**COOK COUNTY  
ECONOMIC DISCLOSURE STATEMENT  
AND EXECUTION DOCUMENT  
INDEX**

<b>Section</b>	<b>Description</b>	<b>Pages</b>
1	Instructions for Completion of EDS	EDS i - ii
2	Certifications	EDS 1- 2
3	Economic and Other Disclosures, Affidavit of Child Support Obligations, Disclosure of Ownership Interest and Familial Relationship Disclosure Form	EDS 3 - 12
4	Cook County Affidavit for Wage Theft Ordinance	EDS 13-14
5	Contract and EDS Execution Page	EDS 15-17
6	Cook County Signature Page	EDS 18

**SECTION 1**  
**INSTRUCTIONS FOR COMPLETION OF**  
**ECONOMIC DISCLOSURE STATEMENT AND EXECUTION DOCUMENT**

This Economic Disclosure Statement and Execution Document ("EDS") is to be completed and executed by every Bidder on a County contract, every Proposer responding to a Request for Proposals, and every Respondent responding to a Request for Qualifications, and others as required by the Chief Procurement Officer. The execution of the EDS shall serve as the execution of a contract awarded by the County. The Chief Procurement Officer reserves the right to request that the Bidder or Proposer, or Respondent provide an updated EDS on an annual basis.

**Definitions.** Terms used in this EDS and not otherwise defined herein shall have the meanings given to such terms in the Instructions to Bidders, General Conditions, Request for Proposals, Request for Qualifications, as applicable.

*Affiliate* means a person that directly or indirectly through one or more intermediaries, Controls is Controlled by, or is under common Control with the Person specified.

*Applicant* means a person who executes this EDS.

*Bidder* means any person who submits a Bid.

*Code* means the Code of Ordinances, Cook County, Illinois available on [municode.com](http://municode.com).

*Contract* shall include any written document to make Procurements by or on behalf of Cook County.

*Contractor* or *Contracting Party* means a person that enters into a Contract with the County.

*Control* means the unfettered authority to directly or indirectly manage governance, administration, work, and all other aspects of a business.

*EDS* means this complete Economic Disclosure Statement and Execution Document, including all sections listed in the Index and any attachments.

*Joint Venture* means an association of two or more Persons proposing to perform a for-profit business enterprise. Joint Ventures must have an agreement in writing specifying the terms and conditions of the relationship between the partners and their relationship and respective responsibility for the Contract

*Lobby* or *lobbying* means to, for compensation, attempt to influence a County official or County employee with respect to any County matter.

*Lobbyist* means any person who lobbies.

*Person* or *Persons* means any individual, corporation, partnership, Joint Venture, trust, association, Limited Liability Company, sole proprietorship or other legal entity.

*Prohibited Acts* means any of the actions or occurrences which form the basis for disqualification under the Code, or under the Certifications hereinafter set forth.

*Proposal* means a response to an RFP.

*Proposer* means a person submitting a Proposal.

*Response* means response to an RFQ.

*Respondent* means a person responding to an RFQ.

*RFP* means a Request for Proposals issued pursuant to this Procurement Code.

*RFQ* means a Request for Qualifications issued to obtain the qualifications of interested parties.

**INSTRUCTIONS FOR COMPLETION OF  
ECONOMIC DISCLOSURE STATEMENT AND EXECUTION DOCUMENT**

**Section 1: Instructions.** Section 1 sets forth the instructions for completing and executing this EDS.

**Section 2: Certifications.** Section 2 sets forth certifications that are required for contracting parties under the Code and other applicable laws. Execution of this EDS constitutes a warranty that all the statements and certifications contained, and all the facts stated, in the Certifications are true, correct and complete as of the date of execution.

**Section 3: Economic and Other Disclosures Statement.** Section 3 is the County's required Economic and Other Disclosures Statement form. Execution of this EDS constitutes a warranty that all the information provided in the EDS is true, correct and complete as of the date of execution, and binds the Applicant to the warranties, representations, agreements and acknowledgements contained therein.

**Required Updates.** The Applicant is required to keep all information provided in this EDS current and accurate. In the event of any change in the information provided, including but not limited to any change which would render inaccurate or incomplete any certification or statement made in this EDS, the Applicant shall supplement this EDS up to the time the County takes action, by filing an amended EDS or such other documentation as is required.

**Additional Information.** The County's Governmental Ethics and Campaign Financing Ordinances impose certain duties and obligations on persons or entities seeking County contracts, work, business, or transactions, and the Applicant is expected to comply fully with these ordinances. For further information please contact the Director of Ethics at (312) 603-4304 (69 W. Washington St. Suite 3040, Chicago, IL 60602) or visit the web-site at [cookcountyil.gov/ethics-board-of](http://cookcountyil.gov/ethics-board-of).

**Authorized Signers of Contract and EDS Execution Page.** If the Applicant is a corporation, the President and Secretary must execute the EDS. In the event that this EDS is executed by someone other than the President, attach hereto a certified copy of that section of the Corporate By-Laws or other authorization by the Corporation, satisfactory to the County that permits the person to execute EDS for said corporation. If the corporation is not registered in the State of Illinois, a copy of the Certificate of Good Standing from the state of incorporation must be submitted with this Signature Page.

If the Applicant is a partnership or joint venture, all partners or joint venturers must execute the EDS, unless one partner or joint venture has been authorized to sign for the partnership or joint venture, in which case, the partnership agreement, resolution or evidence of such authority satisfactory to the Office of the Chief Procurement Officer must be submitted with this Signature Page.

If the Applicant is a member-managed LLC all members must execute the EDS, unless otherwise provided in the operating agreement, resolution or other corporate documents. If the Applicant is a manager-managed LLC, the manager(s) must execute the EDS. The Applicant must attach either a certified copy of the operating agreement, resolution or other authorization, satisfactory to the County, demonstrating such person has the authority to execute the EDS on behalf of the LLC. If the LLC is not registered in the State of Illinois, a copy of a current Certificate of Good Standing from the state of incorporation must be submitted with this Signature Page.

If the Applicant is a Sole Proprietorship, the sole proprietor must execute the EDS.

A "Partnership" "Joint Venture" or "Sole Proprietorship" operating under an Assumed Name must be registered with the Illinois county in which it is located, as provided in 805 ILCS 405 (2012), and documentation evidencing registration must be submitted with the EDS.

## SECTION 2

### CERTIFICATIONS

THE FOLLOWING CERTIFICATIONS ARE MADE PURSUANT TO STATE LAW AND THE CODE. THE APPLICANT IS CAUTIONED TO CAREFULLY READ THESE CERTIFICATIONS PRIOR TO SIGNING THE SIGNATURE PAGE. SIGNING THE SIGNATURE PAGE SHALL CONSTITUTE A WARRANTY BY THE APPLICANT THAT ALL THE STATEMENTS, CERTIFICATIONS AND INFORMATION SET FORTH WITHIN THESE CERTIFICATIONS ARE TRUE, COMPLETE AND CORRECT AS OF THE DATE THE SIGNATURE PAGE IS SIGNED. THE APPLICANT IS NOTIFIED THAT IF THE COUNTY LEARNS THAT ANY OF THE FOLLOWING CERTIFICATIONS WERE FALSELY MADE, THAT ANY CONTRACT ENTERED INTO WITH THE APPLICANT SHALL BE SUBJECT TO TERMINATION.

#### A. PERSONS AND ENTITIES SUBJECT TO DISQUALIFICATION

No person or business entity shall be awarded a contract or sub-contract, for a period of five (5) years from the date of conviction or entry of a plea or admission of guilt, civil or criminal, if that person or business entity:

- 1) Has been convicted of an act committed, within the State of Illinois, of bribery or attempting to bribe an officer or employee of a unit of state, federal or local government or school district in the State of Illinois in that officer's or employee's official capacity;
- 2) Has been convicted by federal, state or local government of an act of bid-rigging or attempting to rig bids as defined in the Sherman Anti-Trust Act and Clayton Act. Act. 15 U.S.C. Section 1 *et seq.*;
- 3) Has been convicted of bid-rigging or attempting to rig bids under the laws of federal, state or local government;
- 4) Has been convicted of an act committed, within the State, of price-fixing or attempting to fix prices as defined by the Sherman Anti-Trust Act and the Clayton Act. 15 U.S.C. Section 1, *et seq.*;
- 5) Has been convicted of price-fixing or attempting to fix prices under the laws the State;
- 6) Has been convicted of defrauding or attempting to defraud any unit of state or local government or school district within the State of Illinois;
- 7) Has made an admission of guilt of such conduct as set forth in subsections (1) through (6) above which admission is a matter of record, whether or not such person or business entity was subject to prosecution for the offense or offenses admitted to; or
- 8) Has entered a plea of *nolo contendere* to charge of bribery, price-fixing, bid-rigging, or fraud, as set forth in subparagraphs (1) through (6) above.

In the case of bribery or attempting to bribe, a business entity may not be awarded a contract if an official, agent or employee of such business entity committed the Prohibited Act on behalf of the business entity and pursuant to the direction or authorization of an officer, director or other responsible official of the business entity, and such Prohibited Act occurred within three years prior to the award of the contract. In addition, a business entity shall be disqualified if an owner, partner or shareholder controlling, directly or indirectly, 20% or more of the business entity, or an officer of the business entity has performed any Prohibited Act within five years prior to the award of the Contract.

**THE APPLICANT HEREBY CERTIFIES THAT:** The Applicant has read the provisions of Section A, Persons and Entities Subject to Disqualification, that the Applicant has not committed any Prohibited Act set forth in Section A, and that award of the Contract to the Applicant would not violate the provisions of such Section or of the Code.

#### B. BID-RIGGING OR BID ROTATING

**THE APPLICANT HEREBY CERTIFIES THAT:** In accordance with 720 ILCS 5/33 E-11, neither the Applicant nor any Affiliated Entity is barred from award of this Contract as a result of a conviction for the violation of State laws prohibiting bid-rigging or bid rotating.

#### C. DRUG FREE WORKPLACE ACT

**THE APPLICANT HEREBY CERTIFIES THAT:** The Applicant will provide a drug free workplace, as required by (30 ILCS 580/3).

**D. DELINQUENCY IN PAYMENT OF TAXES**

**THE APPLICANT HEREBY CERTIFIES THAT:** *The Applicant is not an owner or a party responsible for the payment of any tax or fee administered by Cook County, by a local municipality, or by the Illinois Department of Revenue, which such tax or fee is delinquent, such as bar award of a contract or subcontract pursuant to the Code, Chapter 34, Section 34-171.*

**E. HUMAN RIGHTS ORDINANCE**

No person who is a party to a contract with Cook County ("County") shall engage in unlawful discrimination or sexual harassment against any individual in the terms or conditions of employment, credit, public accommodations, housing, or provision of County facilities, services or programs (Code Chapter 42, Section 42-30 et seq.).

**F. ILLINOIS HUMAN RIGHTS ACT**

**THE APPLICANT HEREBY CERTIFIES THAT:** *It is in compliance with the Illinois Human Rights Act (775 ILCS 5/2-105), and agrees to abide by the requirements of the Act as part of its contractual obligations.*

**G. INSPECTOR GENERAL (COOK COUNTY CODE, CHAPTER 34, SECTION 34-174 and Section 34-250)**

The Applicant has not willfully failed to cooperate in an investigation by the Cook County Independent Inspector General or to report to the Independent Inspector General any and all information concerning conduct which they know to involve corruption, or other criminal activity, by another county employee or official, which concerns his or her office of employment or County related transaction.

The Applicant has reported directly and without any undue delay any suspected or known fraudulent activity in the County's Procurement process to the Office of the Cook County Inspector General.

**H. CAMPAIGN CONTRIBUTIONS (COOK COUNTY CODE, CHAPTER 2, SECTION 2-585)**

**THE APPLICANT CERTIFIES THAT:** It has read and shall comply with the Cook County's Ordinance concerning campaign contributions, which is codified at Chapter 2, Division 2, Subdivision II, Section 585, and can be read in its entirety at [www.municode.com](http://www.municode.com).

**I. GIFT BAN, (COOK COUNTY CODE, CHAPTER 2, SECTION 2-574)**

**THE APPLICANT CERTIFIES THAT:** It has read and shall comply with the Cook County's Ordinance concerning receiving and soliciting gifts and favors, which is codified at Chapter 2, Division 2, Subdivision II, Section 574, and can be read in its entirety at [www.municode.com](http://www.municode.com).

**J. LIVING WAGE ORDINANCE PREFERENCE (COOK COUNTY CODE, CHAPTER 34, SECTION 34-160;**

Unless expressly waived by the Cook County Board of Commissioners, the Code requires that a living wage must be paid to individuals employed by a Contractor which has a County Contract and by all subcontractors of such Contractor under a County Contract, throughout the duration of such County Contract. The amount of such living wage is annually by the Chief Financial Officer of the County, and shall be posted on the Chief Procurement Officer's website.

The term "Contract" as used in Section 4, I, of this EDS, specifically excludes contracts with the following:

- 1) Not-For Profit Organizations (defined as a corporation having tax exempt status under Section 501(C)(3) of the United State Internal Revenue Code and recognized under the Illinois State not-for -profit law);
- 2) Community Development Block Grants;
- 3) Cook County Works Department;
- 4) Sheriff's Work Alternative Program; and
- 5) Department of Correction inmates.

### SECTION 3

#### REQUIRED DISCLOSURES

##### 1. DISCLOSURE OF LOBBYIST CONTACTS

List all persons that have made lobbying contacts on your behalf with respect to this contract:

Name

Address

N/A

##### 2. LOCAL BUSINESS PREFERENCE STATEMENT (CODE, CHAPTER 34, SECTION 34-230)

*Local business* means a Person, including a foreign corporation authorized to transact business in Illinois, having a bona fide establishment located within the County at which it is transacting business on the date when a Bid is submitted to the County, and which employs the majority of its regular, full-time work force within the County. A Joint Venture shall constitute a Local Business if one or more Persons that qualify as a "Local Business" hold interests totaling over 50 percent in the Joint Venture, even if the Joint Venture does not, at the time of the Bid submittal, have such a bona fide establishment within the County.

- a) Is Applicant a "Local Business" as defined above?

Yes: X No: \_\_\_\_\_

- b) If yes, list business addresses within Cook County:

954 W. Washington Blvd, Suite 225  
Chicago IL 60607

- c) Does Applicant employ the majority of its regular full-time workforce within Cook County?

Yes: X No: \_\_\_\_\_

##### 3. THE CHILD SUPPORT ENFORCEMENT ORDINANCE (CODE, CHAPTER 34, SECTION 34-172)

Every Applicant for a County Privilege shall be in full compliance with any child support order before such Applicant is entitled to receive or renew a County Privilege. When delinquent child support exists, the County shall not issue or renew any County Privilege, and may revoke any County Privilege.

All Applicants are required to review the Cook County Affidavit of Child Support Obligations attached to this EDS (EDS-5) and complete the Affidavit, based on the instructions in the Affidavit.

**D. DELINQUENCY IN PAYMENT OF TAXES**

**THE APPLICANT HEREBY CERTIFIES THAT:** *The Applicant is not an owner or a party responsible for the payment of any tax or fee administered by Cook County, by a local municipality, or by the Illinois Department of Revenue, which such tax or fee is delinquent, such as bar award of a contract or subcontract pursuant to the Code, Chapter 34, Section 34-171.*

**E. HUMAN RIGHTS ORDINANCE**

No person who is a party to a contract with Cook County ("County") shall engage in unlawful discrimination or sexual harassment against any individual in the terms or conditions of employment, credit, public accommodations, housing, or provision of County facilities, services or programs (Code Chapter 42, Section 42-30 et seq.).

**F. ILLINOIS HUMAN RIGHTS ACT**

**THE APPLICANT HEREBY CERTIFIES THAT:** *It is in compliance with the Illinois Human Rights Act (775 ILCS 5/2-105), and agrees to abide by the requirements of the Act as part of its contractual obligations.*

**G. INSPECTOR GENERAL (COOK COUNTY CODE, CHAPTER 34, SECTION 34-174 and Section 34-250)**

The Applicant has not willfully failed to cooperate in an investigation by the Cook County Independent Inspector General or to report to the Independent Inspector General any and all information concerning conduct which they know to involve corruption, or other criminal activity, by another county employee or official, which concerns his or her office of employment or County related transaction.

The Applicant has reported directly and without any undue delay any suspected or known fraudulent activity in the County's Procurement process to the Office of the Cook County Inspector General.

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**THE APPLICANT CERTIFIES THAT:** It has read and shall comply with the Cook County's Ordinance concerning campaign contributions, which is codified at Chapter 2, Division 2, Subdivision II, Section 585, and can be read in its entirety at [www.municode.com](http://www.municode.com).

**I. GIFT BAN, (COOK COUNTY CODE, CHAPTER 2, SECTION 2-574)**

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**J. LIVING WAGE ORDINANCE PREFERENCE (COOK COUNTY CODE, CHAPTER 34, SECTION 34-160;**

Unless expressly waived by the Cook County Board of Commissioners, the Code requires that a living wage must be paid to individuals employed by a Contractor which has a County Contract and by all subcontractors of such Contractor under a County Contract, throughout the duration of such County Contract. The amount of such living wage is annually by the Chief Financial Officer of the County, and shall be posted on the Chief Procurement Officer's website.

The term "Contract" as used in Section 4, I, of this EDS, specifically excludes contracts with the following:

- 1) Not-For Profit Organizations (defined as a corporation having tax exempt status under Section 501(C)(3) of the United States Internal Revenue Code and recognized under the Illinois State not-for-profit law);
- 2) Community Development Block Grants;
- 3) Cook County Works Department;
- 4) Sheriff's Work Alternative Program; and
- 5) Department of Correction inmates.

**4. REAL ESTATE OWNERSHIP DISCLOSURES.**

The Applicant must indicate by checking the appropriate provision below and providing all required information that either:

- a) The following is a complete list of all real estate owned by the Applicant in Cook County:

PERMANENT INDEX NUMBER(S): \_\_\_\_\_

\_\_\_\_\_  
(ATTACH SHEET IF NECESSARY TO LIST ADDITIONAL INDEX NUMBERS)

OR:

- b) ☒ The Applicant owns no real estate in Cook County.

**5. EXCEPTIONS TO CERTIFICATIONS OR DISCLOSURES.**

If the Applicant is unable to certify to any of the Certifications or any other statements contained in this EDS and not explained elsewhere in this EDS, the Applicant must explain below:

N/A

\_\_\_\_\_  
If the letters, "NA", the word "None" or "No Response" appears above, or if the space is left blank, it will be conclusively presumed that the Applicant certified to all Certifications and other statements contained in this EDS.



## COOK COUNTY DISCLOSURE OF OWNERSHIP INTEREST STATEMENT

The Cook County Code of Ordinances (§2-610 *et seq.*) requires that any Applicant for any County Action must disclose information concerning ownership interests in the Applicant. This Disclosure of Ownership Interest Statement must be completed with all information current as of the date this Statement is signed. Furthermore, this Statement must be kept current, by filing an amended Statement, until such time as the County Board or County Agency shall take action on the application. The information contained in this Statement will be maintained in a database and made available for public viewing.

If you are asked to list names, but there are no applicable names to list, you must state NONE. An incomplete Statement will be returned and any action regarding this contract will be delayed. A failure to fully comply with the ordinance may result in the action taken by the County Board or County Agency being voided.

"Applicant" means any Entity or person making an application to the County for any County Action.

"County Action" means any action by a County Agency, a County Department, or the County Board regarding an ordinance or ordinance amendment, a County Board approval, or other County agency approval, with respect to contracts, leases, or sale or purchase of real estate.

"Person" "Entity" or "Legal Entity" means a sole proprietorship, corporation, partnership, association, business trust, estate, two or more persons having a joint or common interest, trustee of a land trust, other commercial or legal entity or any beneficiary or beneficiaries thereof.

This Disclosure of Ownership Interest Statement must be submitted by :

1. An Applicant for County Action and
2. A Person that holds stock or a beneficial interest in the Applicant and is listed on the Applicant's Statement (a "Holder") must file a Statement and complete #1 only under **Ownership Interest Declaration**.

Please print or type responses clearly and legibly. Add additional pages if needed, being careful to identify each portion of the form to which each additional page refers.

This Statement is being made by the ☒ Applicant or ☐ Stock/Beneficial Interest Holder

This Statement is an: ☒ Original Statement or ☐ Amended Statement

### Identifying Information:

Name Umoja Student Development Corporation

D/B/A: \_\_\_\_\_ FEIN NO.: 36-42636604

Street Address: 954 W. Washington Blvd, Ste 225

City: Chicago State: IL Zip Code: 60607

Phone No.: 773-312-3898 Fax Number: 773-496-1606 Email: info@umoja corporation.org

Cook County Business Registration Number: \_\_\_\_\_  
(Sole Proprietor, Joint Venture Partnership)

Corporate File Number (if applicable): \_\_\_\_\_

### Form of Legal Entity:

☐ Sole Proprietor ☐ Partnership ☒ Corporation ☐ Trustee of Land Trust

☐ Business Trust ☐ Estate ☐ Association ☐ Joint Venture

☐ Other (describe) \_\_\_\_\_

**Ownership Interest Declaration:**

1. List the name(s), address, and percent ownership of each Person having a legal or beneficial interest (including ownership) of more than five percent (5%) in the Applicant/Holder.

Name	Address	Percentage Interest in Applicant/Holder
N/A		

2. If the interest of any Person listed in (1) above is held as an agent or agents, or a nominee or nominees, list the name and address of the principal on whose behalf the interest is held.

Name of Agent/Nominee	Name of Principal	Principal's Address
N/A		

3. Is the Applicant constructively controlled by another person or Legal Entity? [ ] Yes [ ] No  
If yes, state the name, address and percentage of beneficial interest of such person, and the relationship under which such control is being or may be exercised.

Name	Address	Percentage of Beneficial Interest	Relationship
N/A			

**Corporate Officers, Members and Partners Information:**

For all corporations, list the names, addresses, and terms for all corporate officers. For all limited liability companies, list the names, addresses for all members. For all partnerships and joint ventures, list the names, addresses, for each partner or joint venture.

Name	Address	Title (specify title of Office, or whether manager or partner/joint venture)	Term of Office
John Heberger	739 N. Lincoln St, Hinsdale	President	14-16
Ken Schmetterer	860 Brand Lane, Deerfield	Vice-President	14-16
Blake Stryce	5830 N. Midway Park, Chicago	co-Vice President	14-16
Sharon Lindstrom	2020 N. Lincoln Park West, Chicago	Treasurer	14-16
Nicole Beechum	4530 S. Woodhewn Ave, Chicago	Secretary	14-16

Declaration (check the applicable box):

- ☒ I state under oath that the Applicant has withheld no disclosure as to ownership interest in the Applicant nor reserved any information, data or plan as to the intended use or purpose for which the Applicant seeks County Board or other County Agency action.
- [ ] I state under oath that the Holder has withheld no disclosure as to ownership interest nor reserved any information required to be disclosed.

COOK COUNTY DISCLOSURE OF OWNERSHIP INTEREST STATEMENT SIGNATURE PAGE

Ted Christians  
Name of Authorized Applicant/Holder Representative (please print or type)

[Signature]  
Signature

christianscumeja.com corporation.org  
E-mail address

Subscribed to and sworn before me  
this 6th day of Jan, 2016

x Ellen L Upton  
Notary Public Signature

CEO  
Title

1/6/16  
Date

773-433-0939  
Phone Number

My commission expires: 01/09/19





**COOK COUNTY BOARD OF ETHICS**  
69 W. WASHINGTON STREET, SUITE 3040  
CHICAGO, ILLINOIS 60602  
312/603-4304 Office 312/603-9988 Fax

**FAMILIAL RELATIONSHIP DISCLOSURE PROVISION**

**Nepotism Disclosure Requirement:**

Doing a significant amount of business with the County requires that you disclose to the Board of Ethics the existence of any familial relationships with any County employee or any person holding elective office in the State of Illinois, the County, or in any municipality within the County. The Ethics Ordinance defines a significant amount of business for the purpose of this disclosure requirement as more than \$25,000 in aggregate County leases, contracts, purchases or sales in any calendar year.

If you are unsure of whether the business you do with the County or a County agency will cross this threshold, err on the side of caution by completing the attached familial disclosure form because, among other potential penalties, any person found guilty of failing to make a required disclosure or knowingly filing a false, misleading, or incomplete disclosure will be prohibited from doing any business with the County for a period of three years. The required disclosure should be filed with the Board of Ethics by January 1 of each calendar year in which you are doing business with the County and again with each bid/proposal/quotation to do business with Cook County. The Board of Ethics may assess a late filing fee of \$100 per day after an initial 30-day grace period.

The person that is doing business with the County must disclose his or her familial relationships. If the person on the County lease or contract or purchasing from or selling to the County is a business entity, then the business entity must disclose the familial relationships of the individuals who are and, during the year prior to doing business with the County, were:

- its board of directors,
- its officers,
- its employees or independent contractors responsible for the general administration of the entity,
- its agents authorized to execute documents on behalf of the entity, and
- its employees who directly engage or engaged in doing work with the County on behalf of the entity.

Do not hesitate to contact the Board of Ethics at (312) 603-4304 for assistance in determining the scope of any required familial relationship disclosure.

**Additional Definitions:**

*"Familial relationship"* means a person who is a spouse, domestic partner or civil union partner of a County employee or State, County or municipal official, or any person who is related to such an employee or official, whether by blood, marriage or adoption, as a:

- |                                  |  |                                       |
|----------------------------------|--|---------------------------------------|
| <input type="checkbox"/> Parent  | <input type="checkbox"/> Grandparent     | <input type="checkbox"/> Stepfather   |
| <input type="checkbox"/> Child   | <input type="checkbox"/> Grandchild      | <input type="checkbox"/> Stepmother   |
| <input type="checkbox"/> Brother | <input type="checkbox"/> Father-in-law   | <input type="checkbox"/> Stepson      |
| <input type="checkbox"/> Sister  | <input type="checkbox"/> Mother-in-law   | <input type="checkbox"/> Stepdaughter |
| <input type="checkbox"/> Aunt    | <input type="checkbox"/> Son-in-law      | <input type="checkbox"/> Stepbrother  |
| <input type="checkbox"/> Uncle   | <input type="checkbox"/> Daughter-in-law | <input type="checkbox"/> Stepsister   |
| <input type="checkbox"/> Niece   | <input type="checkbox"/> Brother-in-law  | <input type="checkbox"/> Half-brother |
| <input type="checkbox"/> Nephew  | <input type="checkbox"/> Sister-in-law   | <input type="checkbox"/> Half-sister  |

**COOK COUNTY BOARD OF ETHICS  
FAMILIAL RELATIONSHIP DISCLOSURE FORM**

**A. PERSON DOING OR SEEKING TO DO BUSINESS WITH THE COUNTY**

Name of Person Doing Business with the County: Umoja Student Development Corporation

Address of Person Doing Business with the County: 954 W. Washington Blvd, Ste 225, Chicago  
IL 60607

Phone number of Person Doing Business with the County: 773-312-3898

Email address of Person Doing Business with the County: info@umojacorporation.org

If Person Doing Business with the County is a Business Entity, provide the name, title and contact information for the individual completing this disclosure on behalf of the Person Doing Business with the County:

Ted Christians, CEO  
773-433-0939 / tchristians@umojacorporation.org

**B. DESCRIPTION OF BUSINESS WITH THE COUNTY**

*Append additional pages as needed and for each County lease, contract, purchase or sale sought and/or obtained during the calendar year of this disclosure (or the proceeding calendar year if disclosure is made on January 1), identify:*

The lease number, contract number, purchase order number, request for proposal number and/or request for qualification number associated with the business you are doing or seeking to do with the County: 1553-14558C

The aggregate dollar value of the business you are doing or seeking to do with the County: \$ 100,000

The name, title and contact information for the County official(s) or employee(s) involved in negotiating the business you are doing or seeking to do with the County: \_\_\_\_\_

The name, title and contact information for the County official(s) or employee(s) involved in managing the business you are doing or seeking to do with the County: \_\_\_\_\_

**C. DISCLOSURE OF FAMILIAL RELATIONSHIPS WITH COUNTY EMPLOYEES OR STATE, COUNTY OR MUNICIPAL ELECTED OFFICIALS**

*Check the box that applies and provide related information where needed*

☐ The Person Doing Business with the County is an individual and there is no familial relationship between this individual and any Cook County employee or any person holding elective office in the State of Illinois, Cook County, or any municipality within Cook County.

☒ The Person Doing Business with the County is a business entity and there is no familial relationship between any member of this business entity's board of directors, officers, persons responsible for general administration of the business entity, agents authorized to execute documents on behalf of the business entity or employees directly engaged in contractual work with the County on behalf of the business entity, and any Cook County employee or any person holding elective office in the State of Illinois, Cook County, or any municipality within Cook County.

**COOK COUNTY BOARD OF ETHICS  
FAMILIAL RELATIONSHIP DISCLOSURE FORM**

- ☐ The Person Doing Business with the County is an individual and there is a familial relationship between this individual and at least one Cook County employee and/or a person or persons holding elective office in the State of Illinois, Cook County, and/or any municipality within Cook County. The familial relationships are as follows:

Name of Individual Doing Business with the County	Name of Related County Employee or State, County or Municipal Elected Official	Title and Position of Related County Employee or State, County or Municipal Elected Official	Nature of Familial Relationship*
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

*If more space is needed, attach an additional sheet following the above format.*

- ☐ The Person Doing Business with the County is a business entity and there is a familial relationship between at least one member of this business entity's board of directors, officers, persons responsible for general administration of the business entity, agents authorized to execute documents on behalf of the business entity and/or employees directly engaged in contractual work with the County on behalf of the business entity, on the one hand, and at least one Cook County employee and/or a person holding elective office in the State of Illinois, Cook County, and/or any municipality within Cook County, on the other. The familial relationships are as follows:

Name of Member of Board of Director for Business Entity Doing Business with the County	Name of Related County Employee or State, County or Municipal Elected Official	Title and Position of Related County Employee or State, County or Municipal Elected Official	Nature of Familial Relationship*
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Name of Officer for Business Entity Doing Business with the County	Name of Related County Employee or State, County or Municipal Elected Official	Title and Position of Related County Employee or State, County or Municipal Elected Official	Nature of Familial Relationship*
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Name of Person Responsible  
for the General  
Administration of the  
Business Entity Doing  
Business with the County

Name of Related County  
Employee or State, County or  
Municipal Elected Official

Title and Position of Related  
County Employee or State, County  
or Municipal Elected Official

Nature of Familial  
Relationship\*

Name of Agent Authorized  
to Execute Documents for  
Business Entity Doing  
Business with the County

Name of Related County  
Employee or State, County or  
Municipal Elected Official

Title and Position of Related  
County Employee or State, County  
or Municipal Elected Official

Nature of Familial  
Relationship\*

Name of Employee of  
Business Entity Directly  
Engaged in Doing Business  
with the County

Name of Related County  
Employee or State, County or  
Municipal Elected Official

Title and Position of Related  
County Employee or State, County  
or Municipal Elected Official

Nature of Familial  
Relationship\*

*If more space is needed, attach an additional sheet following the above format.*

**VERIFICATION:** To the best of my knowledge, the information I have provided on this disclosure form is accurate and complete. I acknowledge that an inaccurate or incomplete disclosure is punishable by law, including but not limited to fines and debarment.

Signature of Recipient

Date

**SUBMIT COMPLETED FORM TO:**

Cook County Board of Ethics  
69 West Washington Street, Suite 3040, Chicago, Illinois 60602  
Office (312) 603-4304 – Fax (312) 603-9988  
CookCounty.Ethics@cookcountyil.gov

\* Spouse, domestic partner, civil union partner or parent, child, sibling, aunt, uncle, niece, nephew, grandparent or grandchild by blood, marriage (i.e. in laws and step relations) or adoption.

# SECTION 4

## COOK COUNTY AFFIDAVIT FOR WAGE THEFT ORDINANCE

Effective May 1, 2015, every Person, **including Substantial Owners**, seeking a Contract with Cook County must comply with the Cook County Wage Theft Ordinance set forth in Chapter 34, Article IV, Section 179. Any Person/Substantial Owner, who fails to comply with Cook County Wage Theft Ordinance, may request that the Chief Procurement Officer grant a reduction or waiver in accordance with Section 34-179(d).

"Contract" means any written document to make Procurements by or on behalf of Cook County.

"Person" means any individual, corporation, partnership, Joint Venture, trust, association, limited liability company, sole proprietorship or other legal entity.

"Procurement" means obtaining supplies, equipment, goods, or services of any kind.

"Substantial Owner" means any person or persons who own or hold a twenty-five percent (25%) or more percentage of interest in any business entity seeking a County Privilege, including those shareholders, general or limited partners, beneficiaries and principals; except where a business entity is an individual or sole proprietorship, Substantial Owner means that individual or sole proprietor.

All Persons/Substantial Owners are required to complete this affidavit and comply with the Cook County Wage Theft Ordinance before any Contract is awarded. Signature of this form constitutes a certification the information provided below is correct and complete, and that the individual(s) signing this form has/have personal knowledge of such information.

### I. Contract Information:

Contract Number: 1553-14558C

County Using Agency (requesting Procurement): Justice Advisory Council

### II. Person/Substantial Owner Information:

Person (Corporate Entity Name): Umoja Student Development Corporation

Substantial Owner Complete Name: Ted Christians (CEO)

FEIN# 36-4263664

Date of Birth: 9/2/1974

E-mail address: tchristians@umojacorporation.com

Street Address: 954 W. Washington Blvd, Ste 225

City: Chicago

State: IL Zip: 60607

Home Phone: 773-433-0939

Driver's License No: C623-8017-4250

### III. Compliance with Wage Laws:

Within the past five years has the Person/Substantial Owner, in any judicial or administrative proceeding, been convicted of, entered a plea, made an admission of guilt or liability, or had an administrative finding made for committing a repeated or willful violation of any of the following laws:

Illinois Wage Payment and Collection Act, 820 ILCS 115/1 et seq., YES or NO

Illinois Minimum Wage Act, 820 ILCS 105/1 et seq., YES or NO

Illinois Worker Adjustment and Retraining Notification Act, 820 ILCS 65/1 et seq., YES or NO

Employee Classification Act, 820 ILCS 185/1 et seq., YES or NO

Fair Labor Standards Act of 1938, 29 U.S.C. 201, et seq., YES or NO

Any comparable state statute or regulation of any state, which governs the payment of wages YES or NO

If the Person/Substantial Owner answered "Yes" to any of the questions above, it is ineligible to enter into a Contract with Cook County, but can request a reduction or waiver under **Section IV**.



**IV. Request for Waiver or Reduction**

If Person/Substantial Owner answered "Yes" to any of the questions above, it may request a reduction or waiver in accordance with Section 34-179(d), provided that the request for reduction of waiver is made on the basis of one or more of the following actions that have taken place:

There has been a bona fide change in ownership or Control of the ineligible Person or Substantial Owner  
**YES or NO**

Disciplinary action has been taken against the individual(s) responsible for the acts giving rise to the violation  
**YES or NO**

Remedial action has been taken to prevent a recurrence of the acts giving rise to the disqualification or default  
**YES or NO**

Other factors that the Person or Substantial Owner believe are relevant.  
**YES or NO**

The Person/Substantial Owner must submit documentation to support the basis of its request for a reduction or waiver. The Chief Procurement Officer reserves the right to make additional inquiries and request additional documentation.

**V. Affirmation**

The Person/Substantial Owner affirms that all statements contained in the Affidavit are true, accurate and complete.

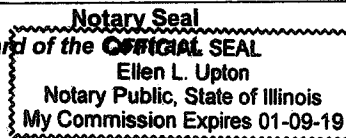
Signature: [Signature] Date: 1/6/16

Name of Person signing (Print): Ted Christians Title: CEO

Subscribed and sworn to before me this 6th day of January, 2016

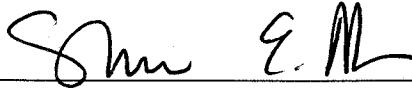
X [Signature]  
Notary Public Signature

Note: The above information is subject to verification prior to the award of the



SECTION 6  
COOK COUNTY SIGNATURE PAGE

ON BEHALF OF THE COUNTY OF COOK, A BODY POLITIC AND CORPORATE OF THE STATE OF ILLINOIS, THIS CONTRACT IS HEREBY EXECUTED BY:



COOK COUNTY CHIEF PROCUREMENT OFFICER

DATED AT CHICAGO, ILLINOIS THIS 16 DAY OF February, 2016

IN THE CASE OF A BID/ PROPOSAL/RESPONSE, THE COUNTY HEREBY ACCEPTS:

THE FOREGOING BID/PROPOSAL/RESPONSE AS IDENTIFIED IN THE CONTRACT DOCUMENTS FOR CONTRACT NUMBER

1553-14558C

OR

ITEM(S), SECTION(S), PART(S): \_\_\_\_\_

TOTAL AMOUNT OF CONTRACT: \$ 100,000.00  
(DOLLARS AND CENTS)

FUND CHARGEABLE: \_\_\_\_\_

APPROVED BY THE BOARD OF  
COOK COUNTY COMMISSIONERS

FEB 10 2016

APPROVED AS TO FORM:

NOT REQUIRED

ASSISTANT STATE'S ATTORNEY  
(Required on contracts over \$1,000,000.00)

\_\_\_\_\_  
Date